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## ABSTRACT

Results of a survey of salaries of full-time administrators at public, doctoral-granting institutions for 1985-1986 are presented. Rank order distributions of 12-month administrative salaries are provided for 156 state universities in 49 states and 33 university systems in 27 states. Salary data for 151 universities in 47 states are also arranged into the nine regions defined by the Equal Opportunity Commission. A separate table indicates salaries paid to officers of university systems which have a separate administrative structure for multiple general academic institutions, at least one of which has doctoral offerings. Specific positions are covered under the following administrative categories: president (chancellor), academic officers, business officers, student affairs officers, administrative officers, public/relations/development officers, research officers, and deans (directors). Newly reported positions are the Dean of Dentistry, Dean of Health Professions, Dean of Public Affairs, and the combined position of Graduate Dean and Vice President of Research Services. Salaries paid for positions with a dual function are identified. To provide anonymity, the universities are not identified with their salaries, but are listed separately. (SW)

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## A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

### INTRODUCTION

This study is the nineteenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). A new feature of the survey this year is the addition in Table I of an average for only those salaries paid at institutions belonging to NASULGC. It is printed above the average for all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

## A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

### DESCRIPTION

#### TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred fifty-six institutions in forty-nine states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). This year a feature has been added to Table I to calculate the average salary for only those institutions belonging to NASULGC. There are now two average salaries printed after each position's rank order of salaries.

#### TABLE II

The second section is a series of tables showing the salaries paid among the one hundred fifty-six participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

#### TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-three university systems in twenty-seven states.

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES  
IN FORTY-NINE STATES

This table summarizes the data for one hundred fifty-six universities in forty-nine states. For making these data available, the University of Arkansas is grateful to the following universities:

- |   |   |
|---|---|
| *Arizona State University                                 | *Miami University                                 |
| *Auburn University  | *Michigan State University                        |
| Ball State University                                     | Michigan Technological University                 |
| Bowling Green State University                            | Middle Tennessee State University                 |
| California State University,<br>Los Angeles               | *Mississippi State University                     |
| Central Michigan University                               | *Montana State University                         |
| Central Missouri State University                         | Morgan State University                           |
| City University of New York                               | New Jersey Institute of Technology                |
| Graduate School and<br>University Center                  | New Mexico Institute of Mining<br>and Technology  |
| City University of New York                               | *New Mexico State University                      |
| Herbert H. Lehman College                                 | *North Carolina State University-<br>at Raleigh   |
| *Clemson University                                       | *North Dakota State University                    |
| Cleveland State University                                | North Texas State University                      |
| College of William and Mary                               | Northeast Louisiana University                    |
| Colorado School of Mines                                  | Northern Arizona University                       |
| *Colorado State University                                | Northern Illinois University                      |
| East Tennessee State University                           | Northwestern State University<br>of Louisiana     |
| East Texas State University                               | Oakland University                                |
| *Florida State University                                 | *Ohio State University                            |
| *Georgia Institute of Technology                          | *Ohio University                                  |
| Georgia State University                                  | *Oklahoma State University                        |
| Idaho State University                                    | Old Dominion University                           |
| Illinois State University                                 | *Oregon State University                          |
| Indiana State University                                  | *Purdue University                                |
| *Indiana University - Bloomington                         | *Rutgers, The State University -<br>New Brunswick |
| Indiana University of Pennsylvania                        | Rutgers, The State University -<br>Newark         |
| Indiana University - Purdue<br>University at Indianapolis | Sam Houston State University                      |
| *Iowa State University of Science<br>and Technology       | South Dakota School of Mines<br>and Technology    |
| *Kansas State University                                  | *South Dakota State University                    |
| *Kent State University                                    | *Southern Illinois University<br>at Carbondale    |
| Lamar University  | Southern Illinois University<br>at Edwardsville   |
| *Louisiana State University<br>and A & M College          |   |
| Louisiana Tech University                                 |   |
| Memphis State University                                  |   |
- \*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*State University of New York - Albany	*University of Iowa
*State University of New York - Binghamton	*University of Kansas at Lawrence
*State University of New York - Buffalo	*University of Kentucky
*State University of New York - Stony Brook	*University of Louisville
Stephen F. Austin State University	University of Lowell
*Temple University	*University of Maine at Orono
Tennessee Technological University	University of Maryland - Baltimore
Texas A & I University	University of Maryland Baltimore County
*Texas A & M University	*University of Maryland at College Park
*Texas Southern University	*University of Massachusetts
*Texas Tech University	*University of Michigan at Ann Arbor
University of Akron	*University of Minnesota - Twin Cities
*University of Alabama	*University of Mississippi
*University of Alabama - Birmingham	*University of Missouri - Columbia
University of Alabama - Huntsville	*University of Missouri - Kansas City
*University of Arizona	*University of Missouri - Rolla
*University of Arkansas	University of Missouri - St. Louis
*University of California	*University of Montana
*University of California - Davis	*University of Nebraska - Lincoln
*University of California - Riverside	*University of Nebraska at Omaha
University of California - Santa Barbara	University of Nevada, Las Vegas
University of Central Florida	*University of Nevada, Reno
*University of Cincinnati	*University of New Hampshire
University of Colorado at Boulder	*University of New Mexico
University of Colorado at Denver	*University of North Carolina at Chapel Hill
*University of Connecticut	University of North Carolina at Greensboro
*University of Delaware	*University of North Dakota
*University of Florida	University of North Florida
*University of Georgia	University of Northern Colorado
*University of Hawaii at Manoa	University of Northern Iowa
*University of Houston	*University of Oklahoma
*University of Idaho	*University of Oregon
*University of Illinois at Chicago	
*University of Illinois at Urbana-Champaign	

\*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*University of Rhode Island	*University of Utah
University of South Alabama	*University of Vermont
*University of South Carolina,	*University of Virginia
Columbia	*University of Washington
*University of South Dakota	*University of Wisconsin
*University of South Florida	at Madison
University of Southern	*University of Wisconsin
Mississippi	at Milwaukee
University of Southwestern	*University of Wyoming
Louisiana	*Utah State University
*University of Tennessee -	*Virginia Commonwealth University
Knoxville	*Virginia Polytechnic Institute and
University of Texas	State University
at Arlington	*Washington State University
*University of Texas at Austin	*West Virginia University
University of Texas at Dallas	Western Michigan University
University of Texas at El Paso	Wichita State University
University of Toledo	

\*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM  
OF MULTI-CAMPUS  
INSTITUTIONS

RANK	SALARY
1	132,500 *
2	130,000 *
3	110,000 *
4	108,760 *
5	106,641 *
6	106,090 *
7	102,000 *
8	100,000 *
9	(100,000) *
10	96,000 *
11	92,820 *
12	92,000 *
13	91,100 *
14	90,000 *
15	84,996 *
16	84,750 *
17	81,053 *
18	78,000 *
19	67,000 *

AVERAGE \*\*\* 99,635

AVERAGE ALL 97,037

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	144,000 *
2	141,250 *
3	135,660 *
4	130,000 *
5	120,833 *
6	120,000 *
7	118,800 *
8	117,000 *
9	112,800 *
10	110,000 *
11	105,450 *
12	105,000 *
13	104,100 *
14	104,000 *
15	104,000 *
16	104,000 *
17	102,000 *
18	102,000 *
19	102,000 *
20	101,000 *
21	101,000 *
22	100,000 *
23	100,000 *
24	100,000 *
25	100,000 *
26	100,000 *
27	99,400 *

## RANK

## SALARY

28	99,800 *
29	99,567 *
30	98,500 *
31	98,500 *
32	97,350 *
33	95,000 *
34	95,000 *
35	95,000 *
36	95,000 *
37	95,000 *
38	94,150 *
39	93,900 *
40	93,279 *
41	93,000 *
42	92,911 *
43	92,500 *
44	92,400 *
45	92,280 *
46	92,000 *
47	92,000 *
48	92,000 *
49	92,000 *
50	91,972 *
51	91,745 *
52	91,226 *
53	90,929 *
54	90,650 *
55	90,125 *
56	90,000 *
57	90,000 *
58	89,804 *
59	89,230 *
60	89,000 *
61	87,856 *
62	87,500 *
63	87,000 *
64	86,525 *
65	86,300 *
66	86,300 *
67	85,800 *
68	85,000 *
69	85,000 *
70	84,000 *
71	84,000 *
72	83,928 *
73	83,500 *
74	83,000 *
75	83,000 *
76	83,000 *
77	82,824 *
78	82,405 *
79	82,200 *
80	82,000 *
81	82,000 *
82	81,500 *
83	81,034 *
84	81,000 *
85	80,445 *
86	80,250 *
87	80,000 *
88	80,000 *
89	80,000 *

## RANK

## SALARY

90	79,800 *
91	79,212 *
92	79,060 *
93	79,060 *
94	79,060 *
95	79,060 *
96	78,750 *
97	78,215 *
98	78,120 *
99	78,120 *
100	78,043 *
101	78,012 *
102	78,000 *
103	76,000 *
104	78,000 *
105	77,000 *
106	75,500 *
107	75,459 *
108	75,144 *
109	75,135 *
110	75,048 *
111	75,000 *
112	74,500 *
113	74,500 *
114	74,200 *
115	74,000 *
116	73,295 *
117	73,000 *
118	72,764 *
119	72,528 *
120	72,252 *
121	71,335 *
122	71,335 *
123	71,335 *
124	71,335 *
125	70,700 *
126	70,700 *
127	66,000 *
128	67,442 *
129	67,000 *
130	65,000 *
131	65,000 *
132	65,000 *
133	64,512 *
134	62,400 *
135	58,500 *
136	56,000 *

AVERAGE \*\*\* 91,092

AVERAGE ALL 87,599

\* Member of NASULGC\*

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86



TABLE I (Continued)

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	137,000
2	(106,080)*
3	105,500 *
4	( 99,100)*
5	( 97,000)
6	96,000 *
7	95,500 *
8	94,600 *
9	( 93,500)*
10	( 92,700)*
11	92,220 *
12	92,181 *
13	( 91,200)*
14	91,000 *
15	90,000 *
16	89,100 *
17	89,100 *
18	( 86,000)*
19	88,000 *
20	87,200 *
21	86,700 *
22	86,000 *
23	85,500 *
24	85,300 *
25	84,507 *
26	83,724 *
27	83,330 *
28	82,672 *
29	82,500 *
30	82,300 *
31	81,648 *
32	81,500 *
33	81,115 *
34	80,760 *
35	80,600 *
36	80,500 *
37	80,500 *
38	80,500 *
39	80,300 *
40	( 80,000)
41	80,000 *
42	79,500 *
43	78,200 *
44	77,640 *
45	77,475 *
46	77,400 *
47	77,372 *
48	77,160 *
49	( 77,000)*
50	75,600 *
51	75,336 *
52	75,000 *
53	74,844 *
54	74,808 *
55	74,700 *
56	74,544 *
57	( 74,532)
58	74,300 *
59	74,200 *

## RANK

## SALARY

60	74,004 *
61	74,000 *
62	74,000 *
63	73,800 *
64	73,000 *
65	( 72,100)*
66	72,100 *
67	72,000 *
68	71,100 *
69	70,800 *
70	70,550 *
71	( 70,512)
72	70,500 *
73	70,350 *
74	70,282 *
75	68,500 *
76	68,500 *
77	68,500 *
78	68,500 *
79	68,004 *
80	68,000 *
81	68,000 *
82	68,000 *
83	67,700 *
84	67,700 *
85	67,641 *
86	( 67,567)*
87	67,000 *
88	66,000 *
89	65,800 *
90	65,750 *
91	65,627 *
92	65,250 *
93	64,200 *
94	63,700 *
95	63,500 *
96	63,275 *
97	63,264 *
98	63,180 *
99	63,000 *
100	63,000 *
101	62,880 *
102	62,400 *
103	62,040 *
104	61,987 *
105	61,692 *
106	61,505 *
107	60,683 *
108	60,542 *
109	60,000 *
110	59,920 *
111	59,010 *
112	57,000 *
113	55,650 *
114	55,000 *
115	54,000 *
116	54,000 *
117	52,402 *
118	( 51,534)
119	50,000 *
120	49,802 *

AVERAGE \*\*\* 77,589

AVERAGE ALL 74,705

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	(117,000)*
2	(106,080)*
3	(104,340)
4	99,600 *
5	( 96,000)*
6	95,150 *
7	( 92,700)*
8	91,900 *
9	91,300 *
10	( 91,200)*
11	90,000 *
12	90,000 *
13	88,000 *
14	( 88,000)*
15	( 88,000)*
16	87,780 *
17	87,000 *
18	84,264 *
19	81,700 *
20	81,000 *
21	80,750 *
22	80,340 *
23	( 80,000)
24	79,100 *
25	79,000 *
26	77,475 *
27	77,400 *
28	77,000 *
29	( 77,000)*
30	76,061 *
31	76,000 *
32	75,500 *
33	75,500 *
34	75,350 *
35	75,000 *
36	( 74,532)
37	74,529 *
38	73,700 *
39	73,500 *
40	73,100 *
41	72,800 *
42	72,500 *
43	( 70,512)
44	70,488 *
45	68,503 *
46	( 67,567)*
47	( 51,534)

AVERAGE \*\*\* 84,776

AVERAGE ALL 82,037

\* Member of NASULGC\*

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE I (Continued)

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	88,000 *	60	60,000 *	122	48,040
2	87,890 *	61	59,844 *	123	48,012
3	81,030 *	62	59,827	124	47,800 *
4	80,000 *	63	59,400 *	125	47,700
5	78,000 *	64	59,225 *	126	47,592
6	78,000 *	65	58,440 *	127	47,021
7	77,600 *	66	58,416 *	128	47,000 *
8	76,570 *	67	58,400	129	47,000 *
9	76,404 *	68	58,320 *	130	46,500
10	73,800 *	69	58,200 *	131	46,452
11	73,730 *	70	58,165 *	132	45,376 **
12	73,000 *	71	58,000 *	133	45,210
13	72,000 *	72	58,000 *	134	45,168
14	72,000 *	73	57,700 *	135	44,656
15	71,526 *	74	57,300 *	136	44,153 **
16	71,500	75	57,000 *	137	43,560
17	70,900 *	76	56,880	138	43,012
18	70,080 *	77	56,484	139	42,916
19	69,900 *	78	56,200 *	140	42,000
20	69,600	79	56,000 *	141	41,771
21	69,100 *	80	55,800 *	142	41,000
22	68,751 *	81	55,400	143	40,815
23	68,747 *	82	55,356 *	144	39,655
24	68,000 *	83	55,274	145	39,000
25	67,155	84	55,000 *	146	38,980
26	66,727	85	54,720 *	147	36,662
27	66,600 *	86	54,500 *	148	34,376
28	66,500 *	87	54,450 *	149	27,416
29	66,084	88	54,072		
30	66,000	89	54,050 *	AVERAGE **	41,736
31	65,321 *	90	54,027 *		
32	65,280 *	91	54,000	AVERAGE ALL	57,417
33	65,200 *	92	54,000		
34	65,002 *	93	53,815 *		
35	65,000 *	94	53,527		
36	( 65,000 ) *	95	53,404		
37	63,738 *	96	53,400		
38	63,000 *	97	53,148		
39	63,000 *	98	53,000 *		
40	( 62,950 ) *	99	53,000		
41	62,944 *	100	52,926 *		
42	62,907	101	52,500 *		
43	62,640 *	102	52,441		
44	62,500 *	103	52,247		
45	62,500 *	104	52,200 *		
46	62,500 *	105	51,800		
47	62,157 *	106	51,699 *		
48	61,850 *	107	51,500 *		
49	61,062 *	108	51,480		
50	61,500 *	109	50,375 *		
51	61,500 *	110	50,280 *		
52	61,425 *	111	50,055		
53	61,300	112	49,500		
54	60,312 *	113	49,300		
55	60,300	114	48,700		
56	60,250 *	115	48,375		
57	60,192 *	116	48,300 *		
58	60,000 *	117	48,250 *		
59	60,000 *	118	48,193		
		119	48,162		
		120	48,125		
		121	48,041 *		

\* Member of NASULGC

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE I (Continued)

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

## RANK

## SALARY

1	68,300 *
2	65,838 *
3	56,850 *
4	56,508 *
5	56,268 *
6	56,175 *
7	55,640 *
8	55,600 *
9	55,374 *
10	54,646 *
11	54,600 *
12	54,570 *
13	53,350 *
14	53,332 *
15	52,600 *
16	51,750 *
17	50,750 *
18	49,100 *
19	( 48,952 ) *
20	48,560 *
21	48,322 *
22	46,300 *
23	48,250 *
24	48,222 *
25	( 48,140 ) *
26	47,800 *
27	47,628 *
28	47,500 *
29	47,500 *
30	46,125 *
31	46,037 *
32	46,032 *
33	45,500 *
34	45,384 *
35	45,000 *
36	45,000 *
37	44,845 *
38	44,500 *
39	43,764 *
40	43,750 *
41	43,700 *
42	( 43,700 ) *
43	43,020 *
44	43,000 *
45	42,960 *
46	42,800 *
47	42,692 *
48	42,627 *
49	42,500 *
50	42,400 *
51	42,064 *
52	42,000 *
53	41,820 *
54	41,800 *
55	41,524 *
56	41,400 *
57	41,200 *
58	41,167 *
59	41,000 *

## RANK

## SALARY

60	41,000 *
61	39,917 *
62	39,850 *
63	39,700 *
64	39,600 *
65	39,500 *
66	39,400 *
67	39,303 *
68	39,250 *
69	38,500 *
70	38,432 *
71	37,668 *
72	37,361 *
73	37,300 *
74	37,000 *
75	36,700 *
76	36,516 *
77	36,400 *
78	36,348 *
79	36,000 *
80	36,000 *
81	35,543 *
82	35,520 *
83	35,020 *
84	35,000 *
85	34,500 *
86	34,234 *
87	34,000 *
88	34,000 *
89	34,000 *
90	33,915 *
91	33,634 *
92	33,360 *
93	33,250 *
94	33,000 *
95	32,700 *
96	32,594 *
97	32,616 *
98	32,000 *
99	31,400 *
100	31,697 *
101	31,610 *
102	31,600 *
103	30,556 *
104	30,400 *
105	30,289 *
106	30,207 *
107	30,000 *
108	29,897 *
109	29,366 *
110	25,203 *
111	28,400 *
112	( 28,200 ) *
113	28,090 *
114	28,024 *
115	28,000 *
116	27,951 *
117	27,800 *
118	26,796 *
119	26,340 *
120	26,200 *
121	25,786 *

## RANK

## SALARY

122	21,252 *
AVERAGE ***	42,820
AVERAGE ALL	40,412

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TABLE I (Continued)

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	50,727 *	60	56,700 *	122	46,200
2	75,150 *	61	56,512 *	123	45,500
3	75,000 *	62	56,240 *	124	45,210
4	74,000 *	63	56,000 *	125	44,373 *
5	72,096 *	64	56,000 *	126	44,164 *
6	71,420 *	65	55,728 *	127	( 43,700 )
7	71,300 *	66	55,500 *	128	43,500 *
8	71,286 *	67	55,458 *	129	43,440 *
9	71,000 *	68	55,158 *	130	43,100 *
10	70,500 *	69	55,000 *	131	42,996 *
11	70,000 *	70	55,000 **	132	42,968 *
12	69,000 *	71	55,000 **	133	42,900 **
13	68,040 *	72	55,000 *	134	42,564 *
14	67,925 *	73	54,948 *	135	42,400 *
15	67,500 *	74	54,600 *	136	42,000 *
16	67,100 *	75	54,500 *	137	41,412 *
17	66,000 *	76	54,450 **	138	41,350 *
18	65,256 *	77	54,204 *	139	41,232 *
19	65,112 *	78	54,012 *	140	41,205 *
20	65,028 *	79	54,000 *	141	39,716 *
21	65,000 *	80	53,615 *	142	38,950 *
22	65,000 *	81	53,500 *	143	38,616 *
23	64,584 *	82	53,478 *	144	38,000 *
24	64,335 *	83	53,300 *	145	37,344 *
25	64,323 *	84	53,071 *	146	36,970 *
26	64,100 *	85	53,004 *	147	35,625 *
27	63,840 *	86	53,000 *	148	33,135 *
28	63,607 *	87	52,600 *		
29	63,516 *	88	52,300 *	AVERAGE ***	58,274
30	63,472 *	89	52,200 *		
31	63,070 *	90	52,000 *	AVERAGE ALL	55,007
32	63,000 *	91	52,000 **		
33	( 62,950 ) *	92	51,500 *		
34	62,800 *	93	51,350 *		
35	( 62,011 ) *	94	51,084 *		
36	62,000 *	95	51,000 *		
37	61,945 *	96	51,000 *		
38	61,936 *	97	50,923 *		
39	61,803 *	98	50,674 *		
40	61,800 *	99	50,666 *		
41	61,700 *	100	50,509 *		
42	61,440 *	101	50,410 *		
43	61,235 *	102	50,300 *		
44	61,068 *	103	50,100 *		
45	61,000 *	104	50,100 *		
46	61,000 *	105	50,100 *		
47	60,340 *	106	50,058 *		
48	60,000 *	107	49,500 *		
49	59,400 *	108	49,500 *		
50	59,000 *	109	49,500 *		
51	58,891 *	110	49,000 *		
52	58,643 *	111	48,597 *		
53	58,600 *	112	48,534 *		
54	58,600 *	113	48,500 *		
55	57,700 *	114	47,484 *		
56	57,548 *	115	47,436 *		
57	57,500 *	116	47,400 *		
58	57,693 *	117	47,353 *		
59	57,600 *	118	46,650 *		
		119	46,632 *		
		120	46,620 *		
		121	46,285 *		

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	116,000 *	60	( 68,400 )	122	56,411
2	101,000 *	61	68,000 *	123	56,200
3	( 91,600 ) *	62	67,700	124	55,200
4	( 90,000 ) *	63	67,522	125	54,600 *
5	89,400 *	64	67,303	126	53,560 *
6	89,129 *	65	67,200	127	51,250 *
7	89,000	66	67,152 *	128	48,700
8	88,000 *	67	67,100 *	129	47,783
9	88,000 *	68	67,000	130	46,643 *
10	87,550 *	69	67,000		
11	87,500 *	70	66,522 *	AVERAGE ***	72,635
12	86,700	71	66,504		
13	85,750	72	66,400	AVERAGE ALL	69,627
14	85,486 *	73	66,400		
15	85,200 *	74	66,000 *		
16	84,408 *	75	66,000 *		
17	83,900 *	76	65,700		
18	83,000 *	77	( 65,580 )		
19	81,620 *	78	65,250 *		
20	( 80,300 ) *	79	65,208 *		
21	80,000 *	80	65,179		
22	79,900	81	65,081 *		
23	79,649 *	82	65,004 *		
24	79,440 *	83	65,000 *		
25	79,000 *	84	65,000 *		
26	78,500 *	85	65,000 *		
27	78,000	86	64,580		
28	77,500 *	87	64,608 *		
29	77,000 *	88	64,396 *		
30	77,000 *	89	63,552 *		
31	76,950	90	63,264		
32	76,850 *	91	( 63,200 )		
33	76,576 *	92	63,200		
34	76,500 *	93	63,000 *		
35	76,320 *	94	63,000		
36	75,608 *	95	62,553		
37	75,608 *	96	62,500		
38	75,592 *	97	61,800		
39	74,500	98	61,600		
40	74,107 *	99	61,512		
41	73,656 *	100	61,500 *		
42	73,000 *	101	61,200 *		
43	72,000	102	61,200 *		
44	72,000 *	103	61,000 *		
45	71,928 *	104	60,700 *		
46	71,900	105	60,500 *		
47	71,900	106	60,500 *		
48	71,748	107	( 60,420 ) *		
49	71,500 *	108	60,200		
50	70,500 *	109	( 60,000 ) *		
51	70,000	110	60,000		
52	70,000 *	111	59,580		
53	70,000	112	59,566		
54	69,271 *	113	59,010		
55	69,000	114	( 59,000 )		
56	68,604 *	115	58,750		
57	68,503	116	58,700		
58	68,500 *	117	58,600 *		
59	68,500	118	58,200		
		119	58,164 *		
		120	57,700		
		121	56,978		

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY	RANK	SALARY
1	77,600 *	60	50,530
2	74,580 *	61	50,159 *
3	70,114 *	62	50,004 *
4	69,600 *	63	50,000 *
5	68,000 *	64	49,990 *
6	67,095 *	65	49,965 *
7	65,500 *	66	49,767 *
8	65,000 *	67	49,700 *
9	63,819 *	68	49,176 *
10	( 63,200 )	69	49,000 *
11	62,280 *	70	48,900 *
12	62,200 *	71	48,900 *
13	( 61,200 ) *	72	48,700 *
14	61,000 *	73	48,500 *
15	61,000 *	74	48,500 *
16	60,780 *	75	48,465 *
17	60,000 *	76	48,312 *
18	( 60,000 ) *	77	48,272 *
19	59,400 *	78	48,000 *
20	( 59,051 ) *	79	48,000 *
21	58,874 *	80	48,000 *
22	58,850 *	81	47,090 *
23	58,806 *	82	47,045 *
24	57,800 *	83	46,834 *
25	56,350 *	84	46,800 *
26	55,573 *	85	46,752 *
27	55,550 *	86	46,704 *
28	55,080 *	87	46,072 *
29	55,042 *	88	45,725 *
30	55,001 *	89	45,550 *
31	55,000 *	90	45,456 *
32	55,000 *	91	45,000 *
33	55,000 *	92	44,496 *
34	55,000 *	93	44,148 *
35	( 54,887 ) *	94	44,100 *
36	54,600 *	95	43,600 *
37	54,075 *	96	43,300 *
38	54,000 *	97	43,294 *
39	54,000 *	98	42,210 *
40	53,700 *	99	42,144 *
41	53,592 *	100	41,533 *
42	53,500 *	101	41,472 *
43	52,700 *	102	41,191 *
44	52,570 *	103	41,143 *
45	52,500 *	104	41,045 *
46	52,500 *	105	40,833 *
47	52,500 *	106	40,338 *
48	52,464 *	107	40,090 *
49	52,286 *	108	40,060 *
50	52,200 *	109	40,000 *
51	52,055 *	110	39,600 *
52	52,000 *	111	39,140 *
53	51,820 *	112	39,058 *
54	51,811 *	113	38,900 *
55	51,761 *	114	38,806 *
56	51,630 *	115	38,584 *
57	51,400 *	116	37,440 *
58	51,360 *	117	37,248 *
59	51,089 *	118	35,991 *
		119	35,931 *
		120	34,622 *
		121	32,736 *

RANK	SALARY
122	32,716 *
123	31,883 *
124	30,416 *

AVERAGE \*\*\* 53,045

AVERAGE ALL 50,268

BUSINESS OR FISCAL  
OFFICERS: TREASURER

RANK	SALARY
1	( 60,400 ) *
2	73,000 *
3	( 72,000 ) *
4	( 68,400 ) *
5	( 61,200 ) *
6	60,800 *
7	58,000 *
8	57,600 *
9	56,500 *
10	56,175 *
11	56,000 *
12	55,922 *
13	53,120 *
14	51,395 *
15	50,040 *
16	45,475 *
17	45,300 *
18	41,300 *
19	40,000 *
20	39,220 *
21	37,142 *
22	37,000 *
23	36,050 *
24	35,416 *
25	34,178 *
26	33,640 *
27	27,500 *

AVERAGE \*\*\* 51,872

AVERAGE ALL 50,473

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	( 60,400) *
2	68,700 *
3	67,736 *
4	67,140 *
5	65,100 *
6	63,600 *
7	63,000 *
8	60,000 *
9	59,827
10	58,000
11	57,700 *
12	57,600
13	56,500 *
14	( 54,887) *
15	53,136 *
16	52,701 *
17	52,600 *
18	52,500 *
19	52,320 *
20	52,200 *
21	52,000 *
22	50,387
23	50,000 *
24	48,033 *
25	47,041
26	46,000
27	45,800
28	45,236 *
29	44,975
30	44,700
31	44,504 *
32	44,400
33	43,524
34	43,451 *
35	43,056
36	41,705
37	41,100 *
38	40,891
39	39,440 *
40	39,116
41	38,640
42	38,628
43	37,920
44	37,035
45	35,534 *
46	35,000
47	34,400
48	33,500 *
49	29,744
50	28,591
51	25,992
52	24,645 *
53	24,495 *

AVERAGE \*\*\* 51,399

AVERAGE ALL 47,455

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	59,500 *
2	56,000 *
3	56,000 *
4	56,000 *
5	54,590 *
6	54,500 *
7	54,300 *
8	53,616 *
9	53,000 *
10	51,500 *
11	50,900
12	50,036 *
13	48,996 *
14	48,400
15	48,216 *
16	48,135 *
17	47,210 *
18	( 46,791) *
19	46,700 *
20	46,000 *
21	45,754 *
22	45,600 *
23	45,084 *
24	44,843 *
25	44,643 *
26	44,300 *
27	43,750 *
28	42,787 *
29	42,600 *
30	42,371
31	42,200 *
32	42,072
33	41,250 *
34	40,836 *
35	40,680 *
36	40,488 *
37	40,400
38	40,000 *
39	39,500 *
40	39,401 *
41	39,396 *
42	39,300 *
43	39,058
44	38,946 *
45	38,764
46	38,500 *
47	38,400 *
48	38,304
49	38,210 *
50	38,156 *
51	38,061
52	37,944 *
53	37,840
54	37,825
55	37,752
56	37,740 *
57	37,500 *
58	37,400 *
59	37,389

## RANK

## SALARY

60	37,300
61	37,200 *
62	37,044 *
63	36,691
64	36,614 *
65	36,500 *
66	36,228
67	36,071
68	36,000
69	35,962
70	35,934
71	35,730 *
72	35,500 *
73	34,968 *
74	34,657
75	34,450 *
76	34,164
77	33,996 *
78	33,800 *
79	33,069
80	33,050
81	32,964 *
82	32,640
83	32,220
84	32,100 *
85	32,000
86	31,828
87	31,671
88	31,254
89	31,100
90	31,000
91	30,800 *
92	30,600 *
93	30,224 *
94	29,930
95	29,870
96	29,581 *
97	29,500 *
98	29,390
99	29,000
100	28,825 *
101	28,059
102	27,102 *
103	25,800 *
104	25,200
105	19,992
106	19,736
107	19,100 *

AVERAGE \*\*\* 41,055

AVERAGE ALL 38,634

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	\$3,500 *	60	\$5,900 *	122	\$30,000
2	\$8,918 *	61	\$5,672	123	\$17,855
3	( \$7,000 )	62	\$5,000 *	AVERAGE ***	\$48,896
4	( \$5,626 ) *	63	\$5,000	AVERAGE ALL	\$46,025
5	\$4,500 *	64	\$4,900 *		
6	\$3,900 *	65	\$4,664		
7	\$3,800 *	66	\$4,655 *		
8	\$2,000	67	\$4,527		
9	\$1,512 *	68	\$4,520 *		
10	( \$1,417 ) *	69	\$4,400		
11	\$0,912 *	70	\$4,303 *		
12	\$0,750	71	\$4,000		
13	\$0,000	72	\$3,920		
14	\$0,000 *	73	\$3,620		
15	\$9,700 *	74	\$3,600 *		
16	( \$9,670 ) *	75	\$3,356 *		
17	\$9,300 *	76	\$3,020 *		
18	\$8,900 *	77	\$2,956 *		
19	\$8,000 *	78	\$2,636		
20	\$7,024 *	79	\$2,230		
21	\$6,830	80	\$2,000 *		
22	\$6,600 *	81	\$2,000 *		
23	\$5,920 *	82	\$1,361 *		
24	\$5,590 *	83	\$1,300		
25	\$5,000 *	84	\$1,200 *		
26	( \$4,887 ) *	85	\$1,000 *		
27	\$4,431 *	86	\$0,915		
28	\$4,200 *	87	\$0,500 *		
29	\$4,000	88	\$0,473 *		
30	\$3,400 *	89	\$0,000 *		
31	\$3,154	90	\$0,000 *		
32	\$3,136 *	91	\$9,775 *		
33	\$3,076 *	92	\$9,300 *		
34	\$3,015 *	93	\$9,239 *		
35	\$3,000	94	\$9,140		
36	\$3,000 *	95	\$9,000		
37	\$2,400 *	96	\$8,738 *		
38	\$2,400 *	97	\$8,534		
39	\$2,388 *	98	\$8,500		
40	\$1,980	99	\$8,500		
41	\$1,589 *	100	\$7,600 *		
42	\$1,300 *	101	\$7,557 *		
43	\$0,748 *	102	\$7,500 *		
44	\$0,290 *	103	\$7,389		
45	\$9,368 *	104	\$7,361 *		
46	\$9,159 *	105	\$7,360		
47	\$9,150 *	106	\$6,845 *		
48	\$9,000	107	\$6,616		
49	\$8,888 *	108	\$6,283 *		
50	\$8,700 *	109	\$6,200		
51	\$7,902 *	110	\$5,505		
52	\$7,830 *	111	\$5,412		
53	\$7,300 *	112	\$5,000		
54	\$7,232	113	\$4,884		
55	\$7,050	114	\$3,990		
56	\$6,464 *	115	\$3,900 *		
57	\$6,418 *	116	\$3,540		
58	\$6,350 *	117	\$3,400 *		
59	\$6,188	118	\$3,050 *		
		119	\$1,000		
		120	\$0,800 *		
		121	\$0,500		

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	\$1,240 *	60	\$8,042 *	122	\$36,300
2	\$6,000 *	61	\$8,033 *	123	\$36,050
3	\$75,600 *	62	\$7,902 *	124	\$36,000 *
4	\$73,700 *	63	\$7,300 *	125	\$35,445
5	\$72,695 *	64	\$7,232 *	126	\$35,178 *
6	\$69,552	65	\$6,800 *	127	\$35,120 *
7	\$68,100 *	66	\$6,500	128	\$34,560 *
8	\$67,100 *	67	\$6,341 *	129	\$34,345 *
9	(\$67,000)	68	\$5,900 *	130	\$33,700 *
10	\$66,300 *	69	\$5,838	131	\$33,200
11	\$63,200 *	70	\$5,780 *	132	\$33,135
12	\$62,800 *	71	\$5,700 *	133	\$32,740 *
13	\$62,138 *	72	\$5,675 *	134	\$32,465
14	\$62,073 *	73	\$5,415	135	\$32,089 *
15	\$62,000 *	74	\$5,369 *	136	\$32,009 *
16	\$61,400 *	75	\$5,200	137	\$31,997 *
17	\$60,650 *	76	\$5,005 *	138	\$31,828
18	\$60,500 *	77	\$5,000	139	\$31,557
19	\$59,956	78	\$5,000 *	140	\$31,117
20	\$59,200	79	\$5,000	141	\$29,725
21	\$57,928 *	80	\$4,880	142	\$29,223
22	\$57,500 *	81	\$4,064 *	143	\$26,600 *
23	\$56,254	82	\$4,035 *	144	\$26,149
24	\$56,079	83	\$4,000	145	\$26,047
25	\$55,540 *	84	\$4,000 *	146	(\$25,940) *
26	\$55,158	85	\$3,752 *		
27	\$55,100 *	86	\$3,715		
28	\$55,008	87	\$3,550 *	AVERAGE ***	\$49,237
29	\$54,967 *	88	\$3,320		
30	\$54,410 *	89	\$3,200 *	AVERAGE ALL	\$46,520
31	\$53,900 *	90	\$3,175 *		
32	\$53,815 *	91	\$3,044 *		
33	\$53,575 *	92	\$2,500		
34	\$53,550	93	\$2,432		
35	\$53,481 *	94	\$2,375		
36	\$53,000 *	95	\$1,974		
37	\$52,990 *	96	\$1,880 *		
38	\$52,841 *	97	\$1,785 *		
39	\$52,325 *	98	\$1,730 *		
40	\$52,000 *	99	\$1,700 *		
41	\$51,750 *	100	\$1,500 *		
42	\$51,610 *	101	\$0,750		
43	\$51,300 *	102	\$0,332		
44	\$51,000 *	103	\$9,996		
45	\$50,500	104	\$9,668		
46	\$50,400 *	105	\$9,396 *		
47	\$50,400 *	106	\$9,396 *		
48	\$50,000	107	\$9,337		
49	\$49,834	108	\$9,312 *		
50	\$49,476 *	109	\$9,024 *		
51	\$49,251 *	110	\$9,000		
52	\$49,250	111	\$8,617		
53	\$49,047 *	112	\$7,992		
54	\$49,000	113	\$7,660		
55	\$48,900 *	114	\$7,800		
56	\$48,588 *	115	\$7,750		
57	\$48,500	116	\$7,500		
58	\$48,400	117	\$7,361		
59	\$48,300	118	\$7,000		
		119	\$6,845 *		
		120	\$6,624		
		121	\$6,565 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS (SERVICES)

RANK	SALARY	RANK	SALARY	RANK	SALARY
		50	( 62,796)	122	45,000
1	87,900 *	61	62,720 *	123	44,040
2	85,000	62	62,700 *	124	43,600
3	84,360	63	62,400 *		
4	83,700 *	64	62,370 *	AVERAGE ***	45,689
5	83,200 *	65	62,250		
6	82,700 *	66	62,100 *	AVERAGE ALL	43,835
7	82,000	67	62,000		
8	80,000 *	68	61,200		
9	78,999 *	69	61,100		
10	78,280 *	70	60,979 *		
11	77,000 *	71	60,972		
12	76,560 *	72	60,945 *		
13	74,500 *	73	60,900 *		
14	74,220 *	74	60,480 *		
15	73,639 *	75	60,060		
16	73,538 *	76	60,000 *		
17	73,500 *	77	60,000 *		
18	73,200 *	78	60,000 *		
19	73,000 *	79	59,868 *		
20	72,900 *	80	59,582		
21	72,250 *	81	59,568		
22	72,200 *	82	59,500 *		
23	72,000	83	59,000		
24	72,000 *	84	58,950 *		
25	70,766 *	85	58,822 *		
26	70,543 *	86	58,300 *		
27	70,008 *	87	58,250 *		
28	70,000 *	88	58,224 *		
29	70,000 *	89	58,200		
30	70,000	90	58,000		
31	69,900 *	91	58,000 *		
32	69,800 *	92	57,845 *		
33	69,700	93	57,371 *		
34	69,525 *	94	57,130		
35	69,300	95	57,000 *		
36	69,300 *	96	57,000 *		
37	69,200	97	56,600 *		
38	69,000 *	98	56,520		
39	68,800 *	99	56,437 *		
40	68,686	100	56,230 *		
41	68,604 *	101	56,160 *		
42	68,350	102	56,000		
43	68,200 *	103	55,500 *		
44	68,160	104	55,400 *		
45	67,530 *	105	55,060		
46	67,473 *	106	55,000		
47	67,400 *	107	55,000 *		
48	67,140 *	108	54,750		
49	66,510	109	54,124		
50	66,200 *	110	54,060		
51	65,600 *	111	53,753		
52	65,537	112	53,594		
53	64,500 *	113	53,550 *		
54	64,300	114	53,500		
55	64,000	115	52,395		
56	63,750	116	51,450		
57	63,463 *	117	50,900		
58	63,379 *	118	50,154 *		
59	63,300	119	50,000 *		
		120	47,908 *		
		121	47,700		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	66,400 *	60	45,000 *	16	44,566 *
2	64,956	61	44,820 *	17	43,676 *
3	64,788	62	44,653 *	18	42,783 *
4	63,504 *	63	44,368 *	19	42,550 *
5	62,818	64	44,217	20	42,525 *
6	( 62,796)	65	44,000 *	21	42,500 *
7	60,000 *	66	43,783	22	41,376 *
8	59,700 *	67	43,350 *	23	40,900 *
9	57,750 *	68	43,000	24	40,868 *
10	57,500 *	69	42,755 *	25	40,657 *
11	57,500 *	70	42,697	26	40,656
12	57,466 *	71	42,374	27	39,468
13	56,993 *	72	42,168	28	39,060 *
14	56,676	73	42,111	29	39,000 *
15	56,500 *	74	42,000 *	30	39,000
16	55,680	75	41,500 *	31	38,500 *
17	55,572 *	76	41,316 *	32	38,383
18	55,000 *	77	41,000	33	37,668 *
19	55,000 *	78	40,032	34	37,100 *
20	55,000	79	39,551	35	36,840 *
21	54,542	80	39,045 *	36	36,228
22	54,070 *	81	38,650 *	37	35,930 *
23	54,041 *	82	38,473 *	38	34,824 *
24	54,000	83	38,086	39	33,564 *
25	53,575 *	84	37,500 *	40	33,000 *
26	53,400	85	36,500	41	33,000 *
27	53,148	86	36,375	42	32,458
28	52,000 *	87	36,225 *	43	30,800 *
29	51,996 *	88	35,919	44	30,300
30	51,720 *	89	35,808	45	29,760 *
31	51,269 *	90	35,719	46	29,733
32	51,000 *	91	35,000	47	29,350 *
33	50,793 *	92	34,265 *	48	29,285 *
34	50,200 *	93	34,000	49	29,213
35	50,028 *	94	33,800 *	50	28,199 *
36	50,003	AVERAGE **	48,976	51	27,969 *
37	50,000 *	AVERAGE ALL	46,046	52	27,800 *
38	49,500 *			53	27,314 *
39	49,450 *			54	26,680
40	49,440 *			55	26,302
41	49,404 *			56	26,070 *
42	49,000			57	24,264
43	48,800 *			58	22,000 *
44	48,700 *			59	21,000
45	46,500 *			60	20,000
46	48,500				
47	48,340				
48	48,234				
49	48,200 *				
50	47,500				
51	47,250 *				
52	47,196				
53	46,416				
54	46,321 *				
55	46,300				
56	46,000 *				
57	45,658 *				
58	45,114 *				
59	45,020				

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS

RANK	SALARY
1	78,584 *
2	74,821 *
3	67,800
4	63,366 *
5	59,274 *
6	57,086 *
7	55,950 *
8	52,596
9	50,652
10	47,600 *
11	48,000 *
12	46,935
13	46,900 *
14	45,500 *
15	45,500 *

AVERAGE \*\* 41,024  
AVERAGE ALL 39,586

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STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	67,410 *	60	45,289 *	122	35,600 *
2	61,300 *	61	45,056 *	123	34,965
3	61,237 *	62	45,000	124	34,130 *
4	( 59,398) *	63	44,700 *	125	34,086
5	58,637 *	64	44,500 *	126	33,353 *
6	57,800 *	65	44,400 *	127	33,234
7	57,768 *	66	44,380 *	128	33,233
8	56,500 *	67	44,100	129	32,583 *
9	55,766 *	68	44,000 *	130	32,161
10	55,344 *	69	43,775	131	31,720 *
11	( 55,032) *	70	43,500	132	31,360 *
12	54,590 *	71	43,240	133	31,200
13	54,233 *	72	43,012	134	30,500
14	54,120	73	43,000 *	135	29,916
15	54,095 *	74	42,932	136	29,700
16	54,000 *	75	42,840 *	137	29,050
17	54,000 *	76	42,705 *	138	29,027 *
18	( 53,575) *	77	42,506	139	28,517
19	53,000 *	78	42,400	140	28,248 *
20	52,970 *	79	42,348 *	141	( 28,242)
21	52,800	80	42,312	142	28,149
22	( 52,780) *	81	42,225	143	27,610
23	52,550 *	82	42,092 *	144	27,313 *
24	52,363 *	83	42,024 *	145	27,000
25	52,070 *	84	42,012 *	146	26,387
26	52,064 *	85	42,000		
27	51,266	86	41,857 *	AVERAGE ***	45,143
28	51,000	87	41,700 *		
29	51,000	88	( 41,650)	AVERAGE ALL	43,324
30	( 50,784) *	89	41,587 *		
31	50,640 *	90	41,411 *		
32	50,300 *	91	41,365 *		
33	50,000 *	92	( 41,189)		
34	49,900	93	41,100 *		
35	49,780	94	41,000 *		
36	49,300 *	95	40,800		
37	49,146	96	40,600		
38	49,104	97	40,033 *		
39	49,083	98	40,000 *		
40	49,000 *	99	39,900		
41	48,672	100	39,867 *		
42	48,340 *	101	39,348 *		
43	48,000	102	( 39,120) *		
44	48,000 *	103	38,858		
45	48,000	104	38,856 *		
46	47,860 *	105	38,855 *		
47	47,712 *	106	38,550 *		
48	47,032 *	107	38,325 *		
49	47,000 *	108	38,000 *		
50	46,658	109	38,000		
51	46,500 *	110	37,908		
52	46,300	111	37,800 *		
53	46,279	112	37,700 *		
54	( 46,103) *	113	37,026 *		
55	46,000	114	36,400 *		
56	45,895 *	115	35,930 *		
57	45,750 *	116	35,695		
58	45,450	117	35,627 *		
59	45,439	118	35,601		
		119	35,592		
		120	35,363 *		
		121	35,000 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	63,650 *	60	45,800 *	122	36,420
2	62,100 *	61	43,700 *	123	36,210
3	60,400 *	62	43,550 *	124	36,200
4	( 59,396) *	63	43,475 *	125	36,200
5	58,700	64	43,457 *	126	36,152
6	58,442	65	43,345 *	127	36,000
7	57,361 *	66	43,272	128	35,575
8	56,718 *	67	43,085 *	129	35,895 *
9	56,040 *	68	43,000 *	130	35,867 *
10	56,000 *	69	42,942 *	131	35,650
11	55,500 *	70	42,932	132	35,320 *
12	55,150	71	42,610	133	34,633 *
13	( 55,032) *	72	42,200	134	34,416
14	54,000 *	73	42,100 *	135	34,208
15	54,000 *	74	42,000 *	136	34,086
16	( 53,575) *	75	42,000 *	137	32,300 *
17	53,106 *	76	41,796 *	138	30,804 *
18	( 52,780) *	77	41,700 *	139	30,618
19	52,301 *	78	( 41,650)	140	30,500
20	51,611	79	41,600	141	30,000 *
21	51,066	80	41,484 *	142	( 28,242)
22	51,000 *	81	41,483	143	28,000 *
23	( 50,784) *	82	41,300 *	144	27,828
24	50,500 *	83	41,191	145	27,442 *
25	50,400 *	84	( 41,189)	146	25,176
26	50,000 *	85	41,150 *	147	24,000 *
27	49,812	86	41,000 *		
28	49,500 *	87	40,768	AVERAGE ***	44,614
29	( 49,450) *	88	40,500 *		
30	49,113	89	40,366	AVERAGE ALL	43,061
31	49,000	90	40,100		
32	48,850	91	40,040		
33	48,536 *	92	40,000		
34	48,500 *	93	40,000 *		
35	48,430 *	94	40,000 *		
36	48,411 *	95	40,000 *		
37	48,300	96	39,761		
38	47,712 *	97	39,552		
39	47,515	98	39,628		
40	47,450 *	99	39,406 *		
41	47,401 *	100	39,300		
42	47,379 *	101	39,135		
43	47,133 *	102	( 39,120) *		
44	47,100 *	103	39,016 *		
45	47,000 *	104	39,000 *		
46	46,832 *	105	38,874 *		
47	46,720 *	106	38,866 *		
48	46,135 *	107	38,761		
49	( 46,103) *	108	38,750		
50	45,736 *	109	38,622 *		
51	45,246	110	38,517 *		
52	45,100 *	111	38,500		
53	44,985 *	112	38,232		
54	44,280 *	113	38,000		
55	44,004 *	114	37,951 *		
56	44,000	115	37,800		
57	43,900 *	116	37,750		
58	43,801	117	37,557 *		
59	43,800 *	118	37,500 *		
		119	37,312 *		
		120	36,499		
		121	36,463 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	59,827	60	41,244 *	122	33,650
2	55,700 *	61	41,011 *	123	33,432
3	55,260 *	62	41,000	124	33,273
4	53,815 *	63	41,000 *	125	33,200 *
5	( 53,575) *	64	40,968	126	32,978 *
6	53,200	65	40,632	127	32,500 *
7	53,166 *	66	40,515	128	32,416
8	50,700 *	67	40,490 *	129	32,340 *
9	50,100 *	68	40,142 *	130	32,098
10	50,028 *	69	40,130	131	32,000 *
11	50,000 *	70	40,090 *	132	32,000 *
12	49,812 *	71	40,075 *	133	31,860 *
13	49,553 *	72	40,056 *	134	31,848
14	49,152 *	73	40,000 *	135	31,800
15	48,832 *	74	39,735 *	136	31,362
16	48,768	75	39,556 *	137	31,320
17	48,750 *	76	39,503 *	138	31,238
18	48,240	77	39,358 *	139	31,184
19	48,000 *	78	39,345 *	140	31,182
20	48,000 *	79	39,310 *	141	31,055 *
21	47,712 *	80	39,290	142	30,958 *
22	47,664 *	81	39,200 *	143	30,900
23	47,400	82	38,880 *	144	30,744
24	47,200 *	83	38,591	145	30,400
25	47,196 *	84	38,456	146	30,100
26	47,059 *	85	38,325 *	147	29,475
27	46,925 *	86	38,316 *	148	29,364
28	46,750 *	87	37,980 *	149	27,983
29	46,346	88	37,878 *	150	26,739 **
30	46,004 *	89	37,873	151	26,724
31	45,500 *	90	37,589	152	26,239
32	45,392 *	91	37,200	153	21,361 **
33	45,384	92	37,100 *	154	20,090
34	45,253 *	93	37,078 *		
35	45,100	94	37,008	AVERAGE **	41,541
36	45,052	95	36,975 *	AVERAGE ALL	39,631
37	44,900 *	96	36,947 *		
38	44,520 *	97	36,900 *		
39	44,400 *	98	36,846		
40	44,400 *	99	36,826		
41	44,300 *	100	36,750		
42	44,025	101	36,472		
43	44,000 *	102	36,400		
44	43,920 *	103	36,375		
45	43,870 *	104	36,295 *		
46	43,752 *	105	36,091		
47	43,376 *	106	36,000 *		
48	43,250 *	107	35,875		
49	43,000 *	108	35,782		
50	42,893 *	109	35,586 *		
51	42,700 *	110	35,471 *		
52	42,552 *	111	35,431 *		
53	42,457	112	35,400		
54	42,427 *	113	35,400		
55	41,900 *	114	35,360		
56	41,844	115	35,320 *		
57	41,700	116	35,195 *		
58	41,368 *	117	34,800 *		
59	41,300 *	118	34,341		
		119	34,285 *		
		120	34,086		
		121	34,000		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	67,900 *	60	43,267 *	122	29,992 *
2	65,100 *	61	43,000	123	29,705
3	60,749 *	62	42,900 *	124	29,279
4	60,180 *	63	42,517 *	125	28,826
5	59,850	64	42,200 *	126	26,591 *
6	58,100 *	65	42,093	127	28,094
7	57,800 *	66	41,855	128	27,694
8	56,880 *	67	41,800 *	129	26,603 *
9	56,263 *	68	40,993	130	26,471 *
10	56,200 *	69	40,868 *	131	26,280
11	55,300 *	70	40,400 *	132	26,000
12	54,200 *	71	40,176 *	133	25,030
13	53,500 *	72	39,928	134	24,978
14	52,600	73	39,850 *	135	24,885 *
15	52,500 *	74	39,700 *	136	24,070
16	51,828 *	75	39,500 *	137	17,706
17	51,716 *	76	39,296 *		
18	51,700 *	77	39,010 *	AVERAGE ***	43,878
19	( 51,324) *	78	39,030 *		
20	51,180 *	79	39,000	AVERAGE ALL	41,084
21	51,015 *	80	38,718 *		
22	50,992	81	38,199		
23	50,903 *	82	38,207 *		
24	50,500 *	83	37,720		
25	( 50,240)	84	37,710 *		
26	49,584	85	37,300 *		
27	49,500	86	36,816 *		
28	49,140	87	36,500		
29	49,008 *	88	36,486		
30	48,180	89	36,348 *		
31	48,100 *	90	36,206 *		
32	47,800 *	91	35,700		
33	( 47,412) *	92	35,626		
34	47,119 *	93	35,465 *		
35	47,000 *	94	35,460		
36	46,656 *	95	35,250 *		
37	46,500 *	96	35,004		
38	46,080 *	97	35,000		
39	46,000 *	98	35,000		
40	45,967 *	99	34,813		
41	45,626 *	100	34,721 *		
42	45,732 *	101	34,637		
43	45,526 *	102	34,615		
44	45,475 *	103	34,256		
45	45,400	104	34,157 *		
46	45,125 *	105	34,136		
47	45,000 *	106	34,000 *		
48	44,600 *	107	33,600 *		
49	44,420 *	108	33,436 *		
50	44,420 *	109	33,428		
51	44,350 *	110	33,240		
52	44,305 *	111	32,960		
53	44,295 *	112	32,736		
54	44,000 *	113	32,248 *		
55	43,968 *	114	32,060		
56	43,806 *	115	31,800		
57	43,767 *	116	31,254 *		
58	43,736 *	117	31,045		
59	43,680 *	118	30,514		
		119	30,350 *		
		120	30,323		
		121	30,000 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY	RANK	SALARY	AVERAGE ***	64,540
1	93,617 *	60	60,069		
2	91,351 *	61	60,045 *		
3	86,700 *	62	59,784 *		
4	86,688 *	63	59,450 *	AVERAGE ALL	59,836
5	84,809 *	64	59,358 *		
6	83,790 *	65	59,299 *		
7	83,200 *	66	59,281 *		
8	83,080 *	67	59,010		
9	82,623 *	68	59,000 *		
10	82,556 *	69	58,995 *		
11	81,504	70	58,580 *		
12	81,400 *	71	58,369 *		
13	80,678 *	72	57,978 *		
14	80,652	73	57,800 *		
15	79,300 *	74	57,550 *		
16	79,026 *	75	57,228 *		
17	79,000 *	76	57,000 *		
18	79,000 *	77	56,500 *		
19	78,780 *	78	56,456 *		
20	78,251	79	56,196		
21	78,020 *	80	55,000		
22	76,750 *	81	54,954 *		
23	75,546	82	54,804 *		
24	75,311 *	83	54,695		
25	75,000 *	84	53,750 *		
26	74,891 *	85	53,521		
27	74,757 *	86	53,080 *		
28	74,664 *	87	53,045		
29	73,492 *	88	51,840 *		
30	72,600 *	89	51,120		
31	72,473 *	90	50,295		
32	72,360	91	49,894 *		
33	71,900 *	92	49,700 *		
34	70,270 *	93	49,610		
35	70,000 *	94	48,694 *		
36	70,000 *	95	48,500 *		
37	69,876 *	96	47,500 *		
38	69,423 *	97	47,420 *		
39	69,286 *	98	47,390		
40	68,961 *	99	44,000 *		
41	68,600 *	100	42,570		
42	68,544 *	101	42,362 *		
43	66,800 *	102	41,721		
44	66,638	103	41,404 *		
45	(66,425) *	104	39,596		
46	66,400 *	105	37,150 *		
47	65,965 *	106	36,987 *		
48	65,215 *	107	36,400 *		
49	65,100 *	108	35,420		
50	64,557	109	34,723 *		
51	64,020 *	110	34,000		
52	63,760 *	111	29,000		
53	63,654	112	28,238 *		
54	63,581	113	28,008		
55	63,500	114	27,810		
56	63,000 *	115	27,660		
57	62,220 *	116	26,250		
58	61,361 *	117	25,722		
59	61,180 *	118	24,768		
		119	24,595		
		120	24,481		
		121	22,407		

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UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86



TABLE I (Continued)

ADMINISTRATIVE OPERATIONS  
OFFICERS: EXECUTIVE  
VICE PRESIDENT

RANK	SALARY
1	(117,000)*
2	(104,340)
3	( 99,100)*
4	( 99,000)*
5	( 97,500)*
6	( 97,000)
7	( 96,000)*
8	92,799 *
9	( 90,000)*
10	87,512 *
11	85,000 *
12	( 63,000)*
13	81,648
14	81,000 *
15	80,000 *
16	79,222
17	79,200 *
18	75,000 *
19	71,500 *
20	70,680 *
21	70,320 *
22	70,200
23	70,087 *
24	( 68,340)*
25	67,057 *
26	61,405 *
27	( 60,420)*
28	59,500 *
29	( 59,000)
30	55,454
31	55,400
32	52,402

AVERAGE \*\*\* 60,931

AVERAGE ALL 78,628

RANK	SALARY
16	75,608 *
17	75,100 *
18	73,500 *
19	73,500 *
20	73,240 *
21	70,400 *
22	69,436
23	69,120
24	69,000 *
25	69,000 *
26	68,406
27	( 68,340)*
28	67,152 *
29	66,588 *
30	66,449 *
31	66,000
32	66,000 *
33	65,500 *
34	64,893
35	64,632
36	64,500 *
37	64,396 *
38	63,000 *
39	62,796
40	62,000 *
41	61,560
42	59,000 *
43	( 55,000)
44	58,995 *
45	58,200
46	56,472
47	55,556 *
48	54,192 *
49	53,500
50	51,460 *
51	51,155
52	50,000 *

AVERAGE \*\*\* 70,775

AVERAGE ALL 68,743

RANK	SALARY
13	65,879 *
14	64,000 *
15	63,700 *
16	62,811
17	( 61,417)*
18	( 59,670)*
19	59,000 *
20	58,950 *
21	58,350 *
22	57,400 *
23	57,328 *
24	55,500
25	53,753
26	48,000 *
27	( 46,900)*
28	46,704 *

AVERAGE \*\*\* 64,424

AVERAGE ALL 64,078

ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT

RANK	SALARY
1	( 91,600)*
2	86,500 *
3	85,000 *
4	82,000 *
5	80,500 *
6	80,100 *
7	80,004
8	79,300 *
9	78,700 *
10	78,650 *
11	78,568 *
12	77,000 *
13	77,000 *
14	( 76,061)*
15	76,000 *

ADMINISTRATIVE OPERATIONS  
OFFICERS: VICE PRES FOR  
PLANNING AND BUDGETING

RANK	SALARY
1	83,500 *
2	79,300 *
3	( 76,061)*
4	75,960 *
5	( 75,480)*
6	72,360
7	( 72,000)*
8	69,000 *
9	( 68,810)*
10	68,000
11	67,200 *
12	67,140 *

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	95,000 *
2	82,500 *
3	80,000 *
4	79,400 *
5	75,100 *
6	74,512 *
7	74,200 *
8	67,000 *
9	66,500 *
10	66,012 *
11	65,160 *
12	65,000 *
13	64,584 *
14	64,456 *
15	64,000 *
16	63,000 *
17	62,408 *
18	62,220 *
19	62,000 *
20	61,000 *
21	60,270 *
22	60,012 *
23	60,000 *
24	59,114 *
25	58,983 *
26	58,800 *
27	58,770 *
28	58,348 *
29	58,272 *
30	57,300 *
31	56,089 *
32	54,936 *
33	54,100 *
34	53,900 *
35	53,800 *
36	53,400 *
37	53,119 *
38	53,000 *
39	52,000 *
40	52,000 *
41	51,450 *
42	50,646 *
43	50,482 *
44	50,000 *
45	49,200 *
46	48,550 *
47	47,600 *
48	47,300 *
49	47,300 *
50	46,000 *
51	45,900 *
52	45,434 *
53	44,803 *
54	44,060 *
55	43,000 *
56	42,000 *
57	41,952 *
58	41,000 *
59	39,781 *

RANK	SALARY
60	39,628 *
61	39,600 *
62	39,240 *
63	37,200 *
64	36,546 *
65	36,249 *
66	34,500 *
67	33,984 *
68	30,540 *

AVERAGE "60" 57,006

AVERAGE ALL 54,767

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	75,000 *
2	74,000 *
3	69,050 *
4	68,800 *
5	66,600 *
6	66,100 *
7	65,000 *
8	64,834 *
9	64,000 *
10	63,000 *
11	62,836 *
12	62,794 *
13	61,500 *
14	60,504 *
15	60,500 *
16	60,000 *
17	60,000 *
18	59,827 *
19	59,000 *
20	58,893 *
21	58,500 *
22	58,401 *
23	58,200 *
24	58,000 *
25	58,000 *
26	57,900 *
27	57,000 *
28	56,619 *
29	56,712 *
30	56,000 *
31	55,656 *
32	55,061 *
33	54,570 *
34	54,000 *
35	( 53,266 ) *
36	52,900 *
37	52,800 *
38	52,368 *
39	52,200 *
40	51,060 *
41	51,000 *
42	50,800 *

RANK	SALARY
43	50,678 *
44	50,500 *
45	50,220 *
46	50,074 *
47	50,000 *
48	50,000 *
49	49,391 *
50	49,082 *
51	48,816 *
52	48,646 *
53	48,322 *
54	48,048 *
55	48,000 *
56	48,000 *
57	47,700 *
58	47,500 *
59	47,500 *
60	47,063 *
61	47,000 *
62	46,200 *
63	45,924 *
64	45,528 *
65	45,000 *
66	44,700 *
67	44,700 *
68	44,700 *
69	43,630 *
70	43,400 *
71	43,359 *
72	43,200 *
73	42,800 *
74	42,800 *
75	42,330 *
76	41,894 *
77	41,600 *
78	41,543 *
79	41,200 *
80	39,650 *
81	38,004 *
82	38,000 *
83	37,450 *
84	37,420 *
85	36,720 *
86	36,200 *
87	35,700 *
88	35,364 *
89	35,146 *
90	35,076 *
91	35,000 *
92	34,872 *
93	34,280 *
94	33,750 *
95	32,900 *
96	32,656 *
97	32,236 *
98	31,531 *
99	31,200 *
100	30,756 *

Continued

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UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE I (Continued)

Continued.

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
101	29,150 *
102	28,600 *
103	28,472
104	25,916 *
105	25,440 *
106	24,100
107	24,000
108	22,750
109	20,500

AVERAGE \*\*\* 48,102

AVERAGE ALL 47,407

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	72,500 *
2	71,982 *
3	69,700 *
4	67,500 *
5	66,150 *
6	63,516 *
7	( 62,053 ) *
8	60,852
9	60,750
10	56,000 *
11	57,600 *
12	57,500 *
13	56,000 *
14	55,550 *
15	55,329 *
16	55,000 *
17	54,080 *
18	54,000
19	53,952 *
20	53,500 *
21	53,112 *
22	52,240 *
23	51,000 *
24	50,800 *
25	50,290 *
26	50,280 *
27	50,260
28	50,061 *
29	50,000
30	50,000 *
31	50,000 *
32	49,500 *
33	49,000
34	48,875 *
35	48,731 *
36	48,500

RANK	SALARY
37	48,400 *
38	48,216 *
39	48,000
40	47,960
41	47,500
42	47,376
43	47,000 *
44	46,575 *
45	46,512 *
46	46,000 *
47	45,972
48	45,574
49	45,492
50	45,150 *
51	45,000 *
52	44,700
53	44,000 *
54	43,900
55	43,256 *
56	43,200 *
57	43,023 *
58	( 42,900 ) *
59	41,663 *
60	41,400 *
61	40,980
62	40,000 *
63	39,600
64	38,862 *
65	37,313 *
66	37,300
67	35,782
68	35,548 *
69	35,500
70	35,000 *
71	34,874
72	34,178
73	33,651
74	33,628
75	33,135
76	31,760 *
77	31,570 *
78	30,056 *
79	26,109

AVERAGE \*\*\* 49,754

AVERAGE ALL 47,618

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PAID 1985-86

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	75,100 *	60	51,376 *	122	41,050 *
2	69,810	61	51,000 *	123	40,872
3	69,800 *	62	51,000 *	124	40,866
4	69,000 *	63	50,880	125	40,100
5	69,000 *	64	50,800 *	126	40,600 *
6	68,402 *	65	50,760	127	39,268 *
7	67,400 *	66	50,545 *	128	38,007
8	66,713 *	67	50,460 *	129	37,700
9	65,985 *	68	50,000	130	37,402
10	65,948 *	69	50,000	131	37,361
11	65,400	70	49,827	132	37,200
12	65,397 *	71	49,800 *	133	37,176 *
13	65,328 *	72	49,680	134	37,104 *
14	64,800 *	73	49,500	135	36,950 *
15	64,500 *	74	49,404	136	36,617 *
16	64,440 *	75	48,948 *	137	36,803
17	63,120 *	76	48,825 *	138	36,450
18	(62,053) *	77	48,779	139	36,600
19	61,500 *	78	48,750 *	140	35,872 *
20	61,380	79	48,504 *	141	35,730
21	61,332 *	80	48,454 *	142	34,957
22	61,214	81	48,100 *	143	31,400
23	60,900 *	82	48,000 *	144	30,364
24	60,800 *	83	48,000 *	145	29,718
25	60,588 *	84	48,000 *		
26	60,377 *	85	47,990 *	AVERAGE ***	52,885
27	60,000 *	86	47,904 *		
28	59,102 *	87	47,500	AVERAGE ALL	50,222
29	58,800 *	88	47,464		
30	58,200 *	89	47,400 *		
31	58,176	90	47,112 *		
32	57,000 *	91	47,000		
33	57,000 *	92	47,000		
34	56,100 *	93	46,800		
35	56,000 *	94	46,650 *		
36	55,673 *	95	46,500 *		
37	55,444 *	96	46,415		
38	55,380 *	97	46,248		
39	55,350	98	46,125 *		
40	55,158	99	45,760 *		
41	55,000 *	100	45,500		
42	55,000 *	101	45,500 *		
43	54,966 *	102	45,218		
44	54,372 *	103	44,680 *		
45	54,006 *	104	44,543 *		
46	54,000 *	105	44,391 *		
47	53,827	106	44,300		
48	53,813 *	107	44,200 *		
49	53,575 *	108	44,175 *		
50	53,228	109	44,068		
51	53,050	110	43,575		
52	53,028	111	43,215		
53	52,430 *	112	43,200 *		
54	52,356 *	113	43,038 *		
55	51,858	114	42,240		
56	51,852	115	42,230		
57	51,800 *	116	42,000		
58	51,700 *	117	42,000 *		
59	51,500	118	41,944 *		
		119	41,789 *		
		120	41,705		
		121	41,129		

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY

RANK	SALARY	RANK	SALARY
1	64,100 *	60	39,300 *
2	61,697 *	61	39,000
3	61,000 *	62	38,768 *
4	( 59,051) *	63	38,625
5	55,301 *	64	38,500
6	54,400 *	65	38,010 *
7	53,200 *	66	38,007 *
8	53,160	67	37,648
9	51,888	68	37,518 *
10	51,354 *	69	37,493
11	51,240	70	37,440 *
12	51,000 *	71	37,250 *
13	50,556 *	72	36,481
14	50,502 *	73	36,340 *
15	50,100 *	74	36,183 *
16	49,812 *	75	36,000
17	49,800 *	76	35,930 *
18	49,740	77	35,703 *
19	49,300 *	78	35,678
20	49,000 *	79	35,600 *
21	48,125 *	80	35,584
22	48,044 *	81	35,320
23	48,000	82	35,196
24	47,880 *	83	35,064
25	47,000 *	84	34,871
26	46,980 *	85	34,622
27	46,823 *	86	34,616
28	46,585	87	34,560
29	46,443 *	88	( 34,500) *
30	46,000 *	89	34,200 *
31	45,087 *	90	34,150 *
32	45,000 *	91	34,000
33	44,561 *	92	33,864 *
34	44,200	93	33,132 *
35	44,000	94	33,100 *
36	44,000 *	95	32,200 *
37	43,366	96	32,022
38	43,220 *	97	32,000 *
39	43,092 *	98	31,647
40	43,022 *	99	31,638
41	43,000 *	100	31,408 *
42	42,508 *	101	31,363 *
43	42,438 *	102	31,299 *
44	42,400 *	103	31,254
45	41,808 *	104	30,660
46	41,500 *	105	30,429
47	41,500 *	106	30,151 *
48	41,500 *	107	30,108 *
49	41,434 *	108	30,000
50	41,060	109	29,652
51	41,040 *	110	28,766
52	40,956 *	111	28,656 *
53	40,900 *	112	27,700
54	40,836 *	113	27,500 *
55	40,710 *	114	27,352
56	40,545	115	25,300
57	40,159	116	24,680
58	39,640 *	117	24,564
59	39,636	118	24,056 *
		119	23,526 *
		120	21,316

AVERAGE \*\* 41,852

AVERAGE ALL 39,713

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	64,000 *
2	63,640 *
3	78,696 *
4	( 77,000) *
5	76,201 *
6	( 75,800) *
7	75,000 *
8	75,000 *
9	( 74,916) *
10	73,392 *
11	72,000 *
12	70,543 *
13	70,000 *
14	( 67,500) *
15	66,000 *
16	65,600 *
17	63,850
18	62,700 *
19	61,824
20	59,000 *
21	58,995 *
22	58,000 *
23	57,500
24	54,550 *
25	52,524 *
26	( 52,476) *
27	47,500 *

AVERAGE \*\* 68,684

AVERAGE ALL 67,193

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UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE I (Continued)

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	65,600 *	60	40,100 *	4	( 75,600) *
2	64,000 *	61	40,000	5	75,071 *
3	64,000 *	62	39,946	6	( 74,916) *
4	63,840 *	63	39,620 *	7	74,300 *
5	( 61,216)	64	39,448	8	73,781 *
6	60,250 *	65	39,000	9	73,000 *
7	59,827	66	38,709	10	( 72,100) *
8	59,051 *	67	38,000	11	69,200 *
9	58,862 *	68	37,701	12	69,120 *
10	57,629 *	69	37,699	13	68,406
11	57,300	70	37,502	14	( 67,000)
12	56,100 *	71	37,361	15	65,400
13	54,672	72	37,349	16	64,400 *
14	54,433 *	73	37,000	17	63,336
15	53,842 *	74	36,864	18	63,300 *
16	53,793 *	75	36,833 *	19	62,349 *
17	52,560 *	76	36,500	20	62,200
18	51,214 *	77	36,452 *	21	60,500 *
19	51,000 *	78	36,450 *	22	60,000
20	50,666 *	79	36,000 *	23	58,500
21	49,500 *	80	35,962	24	58,050
22	49,350 *	81	35,500	25	58,000 *
23	48,804	82	35,300 *	26	( 56,710)
24	47,300 *	83	34,500	27	56,200
25	47,000	84	34,000 *	28	55,622
26	46,950 *	85	33,964	29	54,889 *
27	46,823 *	86	33,705	30	54,500
28	46,699 *	87	33,500	31	52,750
29	46,319 *	88	33,036 *	32	52,171 *
30	45,732 *	89	32,770	33	52,092
31	45,500 *	90	32,580	34	43,785 *
32	45,500	91	32,124	35	39,000 *
33	45,390 *	92	31,197 *		
34	45,300 *	93	30,960	AVERAGE ***	66,110
35	45,000 *	94	30,900 *		
36	44,777	95	30,576	AVERAGE ALL	63,402
37	44,700 *	96	29,800		
38	44,460 *	97	( 29,120)		
39	44,448	98	29,080		
40	44,387	99	29,007 *		
41	43,728	100	( 28,329) *		
42	43,250 *	101	27,000 *		
43	43,144 *	102	24,416		
44	42,500 *	103	23,400		
45	42,500	104	22,850		
46	42,500	105	22,500		
47	42,500				
48	42,276 *	AVERAGE ***	45,305		
49	41,972	AVERAGE ALL	42,087		
50	41,918 *				
51	41,000 *				
52	41,000 *				
53	40,751 *				
54	40,560 *				
55	40,368				
56	40,250 *				
57	40,200				
58	40,188 *				
59	40,152 *				

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS

RANK	SALARY
1	80,025 *
2	( 76,599) *
3	76,000 *

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UNIVERSITY OF ARKANSAS  
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TABLE I (Continued)

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF UNIVERSITY  
RELATIONS

RANK	SALARY
1	71,734 *
2	64,300 *
3	( 61,218 )
4	60,000 *
5	59,288 *
6	56,500 *
7	56,200 *
8	55,000 *
9	54,744 *
10	54,200 *
11	54,148 *
12	53,500 *
13	53,500 *
14	52,920 *
15	51,300 *
16	51,000 *
17	50,800 *
18	( 50,600 )
19	50,000 *
20	49,434 *
21	49,113 *
22	48,944 *
23	47,972 *
24	47,500 *
25	47,400 *
26	47,370 *
27	47,100 *
28	45,889 *
29	41,615 *
30	40,788 *
31	40,405 *
32	40,200 *
33	39,100 *
34	36,720 *
35	34,682 *
36	28,000 *
37	25,069 *

AVERAGE \*\*\* 49,046

AVERAGE ALL 49,142

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
DEVELOPMENT

RANK	SALARY
1	106,250 *
2	85,000 *
3	83,500 *
4	83,200 *
5	82,000 *
6	81,600 *
7	81,428 *
8	80,000 *
9	79,161 *

## RANK

## SALARY

10	77,000 *
11	76,638 *
12	( 76,599 ) *
13	76,201 *
14	75,900 *
15	( 75,800 ) *
16	( 75,480 ) *
17	75,000 *
18	( 74,916 ) *
19	73,500 *
20	( 72,100 ) *
21	70,500 *
22	70,320 *
23	70,000 *
24	( 68,810 ) *
25	68,500 *
26	68,400 *
27	( 68,000 ) *
28	( 67,500 ) *
29	( 67,000 ) *
30	66,000 *
31	65,760 *
32	64,300 *
33	63,500 *
34	63,000 *
35	( 61,600 ) *
36	61,300 *
37	60,000 *
38	59,568 *
39	59,000 *
40	( 56,710 ) *
41	56,650 *
42	55,000 *
43	55,000 *
44	53,700 *
45	52,975 *
46	( 52,476 ) *
47	52,200 *
48	49,912 *
49	49,400 *
50	49,000 *
51	43,800 *

AVERAGE \*\*\* 69,776

AVERAGE ALL 67,866

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	77,500 *
2	74,800 *
3	71,550 *
4	71,200 *
5	( 68,000 ) *
6	65,681 *
7	65,667 *
8	( 65,000 ) *

## RANK

## SALARY

9	65,000 *
10	64,020 *
11	63,120 *
12	( 61,218 ) *
13	61,000 *
14	60,400 *
15	60,000 *
16	60,000 *
17	60,000 *
18	59,050 *
19	59,000 *
20	58,250 *
21	57,000 *
22	56,350 *
23	( 55,500 ) *
24	55,300 *
25	55,200 *
26	54,272 *
27	53,605 *
28	( 53,496 ) *
29	53,412 *
30	53,040 *
31	52,700 *
32	52,500 *
33	52,051 *
34	52,008 *
35	51,500 *
36	51,187 *
37	51,000 *
38	51,000 *
39	50,937 *
40	50,650 *
41	( 50,600 ) *
42	50,470 *
43	( 50,392 ) *
44	49,700 *
45	49,500 *
46	49,500 *
47	48,800 *
48	48,192 *
49	( 47,880 ) *
50	47,720 *
51	47,700 *
52	47,675 *
53	( 47,318 ) *
54	47,000 *
55	46,500 *
56	46,452 *
57	46,224 *
58	46,100 *
59	45,500 *
60	45,250 *
61	44,294 *
62	44,216 *
63	44,116 *
64	43,436 *
65	43,000 *
66	42,600 *

Continued

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86



TABLE I (Continued)

## Continued

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
67	42,513 *
68	42,500 *
69	42,000 *
70	42,000 *
71	40,200 *
72	40,000 *
73	39,624 *
74	39,500 *
75	39,120 *
76	39,000 *
77	38,863 *
78	38,500 *
79	36,225 *
80	36,190 *
81	35,800 *
82	35,000 *
83	33,648 *
84	33,475 *
85	33,215 *
86	31,000 *
87	30,979 *
88	30,751 *
89	29,715 *
90	26,834 *

AVERAGE \*\*\* 52,365

AVERAGE ALL 49,446

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	78,500 *
2	67,416 *
3	66,000 *
4	65,070 *
5	( 65,000 ) *
6	60,685 *
7	57,500 *
8	56,496 *
9	( 53,496 ) *
10	52,500 *
11	52,356 *
12	51,900 *
13	51,285 *
14	50,723 *
15	50,699 *
16	50,592 *
17	( 50,393 ) *
18	50,350 *
19	50,336 *
20	49,500 *
21	48,400 *
22	( 47,880 ) *
23	( 47,318 ) *
24	47,300 *
25	47,200 *

RANK	SALARY
26	47,078 *
27	46,980 *
28	45,900 *
29	45,852 *
30	45,347 *
31	45,300 *
32	45,100 *
33	45,000 *
34	45,000 *
35	44,690 *
36	44,664 *
37	44,400 *
38	44,265 *
39	44,000 *
40	43,383 *
41	43,279 *
42	43,000 *
43	42,900 *
44	41,880 *
45	41,864 *
46	41,700 *
47	41,000 *
48	40,250 *
49	39,900 *
50	39,690 *
51	39,500 *
52	39,204 *
53	38,748 *
54	38,500 *
55	38,349 *
56	38,060 *
57	37,726 *
58	37,000 *
59	37,000 *
60	36,570 *
61	35,800 *
62	35,766 *
63	35,700 *
64	35,580 *
65	35,172 *
66	35,105 *
67	35,000 *
68	34,972 *
69	34,814 *
70	34,600 *
71	34,524 *
72	34,112 *
73	33,450 *
74	33,200 *
75	33,061 *
76	33,000 *
77	32,860 *
78	32,754 *
79	32,445 *
80	32,000 *
81	32,000 *
82	31,989 *
83	31,800 *
84	31,516 *
85	31,161 *
86	31,000 *
87	30,368 *

RANK	SALARY
88	29,705 *
89	29,596 *
90	29,370 *
91	29,303 *
92	( 29,120 ) *
93	28,500 *
94	28,200 *
95	28,000 *
96	27,950 *
97	27,500 *
98	27,500 *
99	26,700 *
100	26,366 *
101	26,200 *
102	26,000 *
103	25,464 *
104	24,675 *
105	23,000 *
106	22,842 *
107	22,400 *
108	21,613 *
109	21,000 *
110	20,000 *

AVERAGE \*\*\* 42,805

AVERAGE ALL 39,516

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION

RANK	SALARY
1	63,200 *
2	63,000 *
3	62,500 *
4	61,500 *
5	60,000 *
6	59,850 *
7	59,440 *
8	59,000 *
9	58,308 *
10	57,916 *
11	( 57,000 ) *
12	57,000 *
13	56,490 *
14	56,147 *
15	55,440 *
16	55,000 *
17	54,500 *
18	54,436 *
19	53,700 *
20	53,000 *
21	52,760 *
22	52,280 *
23	52,011 *
24	51,800 *
25	50,337 *
26	50,716 *
27	50,510 *

Continued

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86



TABLE I (Continued)

## Continued

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION

RANK	SALARY
41	44,676 *

AVERAGE \*\*\* 72,319

AVERAGE ALL 72,528

RANK	SALARY
28	57,245 *
29	55,331 *
30	53,300 *
31	52,090 *
32	49,400 *

AVERAGE \*\*\* 67,503

AVERAGE ALL 67,503

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
AND GRADUATE DEANRESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	95,000
2	88,000 *
3	87,000 *
4	85,663 *
5	85,280 *
6	( 84,000) *
7	82,200 *
8	82,110 *
9	74,544 *
10	70,848 *
11	70,000
12	68,500 *
13	67,416
14	65,000 *
15	65,000 *
16	63,936 *
17	63,300
18	60,000 *
19	58,857
20	58,000 *
21	50,376 *

AVERAGE \*\*\* 73,154

AVERAGE ALL 72,620

RANK	SALARY
1	96,000 *
2	95,400 *
3	92,100
4	88,500 *
5	85,825 *
6	83,607 *
7	83,000
8	80,700 *
9	80,100 *
10	80,000
11	80,000 *
12	78,248 *
13	78,000 *
14	77,500 *
15	73,000 *
16	73,000 *
17	72,130 *
18	72,000 *
19	72,000 *
20	72,000 *
21	70,380 *
22	70,321 *
23	69,768 *
24	69,740 *
25	69,675
26	69,500 *
27	68,911
28	68,480 *
29	68,000
30	67,240 *
31	66,600 *
32	66,504
33	66,100 *
34	65,772 *
35	63,969 *
36	63,600 *
37	61,800 *
38	60,400 *
39	58,900
40	50,182 *

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE I (Continued)

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY	RANK	SALARY
1	62,114 *	60	45,100
2	77,700 *	61	45,000
3	76,000 *	62	44,580 *
4	65,000	63	44,498
5	68,900 *	64	44,050 *
6	68,640 *	65	43,037 *
7	68,400 *	66	42,490
8	66,495 *	67	41,800 *
9	66,396 *	68	41,551
10	65,537	69	41,400 *
11	64,691 *	70	41,368 *
12	64,000 *	71	41,267
13	63,800	72	41,220
14	62,900 *	73	41,000 *
15	62,000 *	74	41,000
16	62,000	75	39,960 *
17	61,269 *	76	39,660
18	58,697 *	77	39,600 *
19	56,340 *	78	39,570
20	57,400 *	79	39,396 *
21	57,400	80	39,058 *
22	57,364 *	81	39,000
23	57,024 *	82	38,000
24	57,000 *	83	37,157 *
25	56,750 *	84	37,111 *
26	54,477	85	36,684 *
27	53,694 *	86	36,400
28	53,300 *	87	36,225
29	53,249 *	88	35,976
30	53,002 *	89	35,616
31	53,000	90	35,340 *
32	52,961	91	33,318 *
33	52,737 *	92	32,500
34	52,500	93	32,368 *
35	52,300	94	32,300 *
36	51,657 *	95	32,000
37	51,030 *	96	30,846
38	51,000	97	30,014
39	50,400 *	98	29,575 *
40	50,200 *	99	27,021 *
41	50,000	100	27,000
42	49,985	101	26,800 *
43	49,300	102	25,200
44	48,900 *	AVERAGE ***	50,247
45	48,600 *	AVERAGE ALL	48,133
46	48,510 *		
47	48,500 *		
48	48,300 *		
49	46,055 *		
50	48,000		
51	47,911 *		
52	47,700 *		
53	47,600 *		
54	47,437 *		
55	46,875 *		
56	46,724		
57	46,677 *		
58	46,200 *		
59	45,893		

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE I (Continued)

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	70,000 *
2	66,000 *
3	65,616 *
4	( 65,580 )
5	63,478 *
6	62,811 *
7	60,500 *
8	59,942 *
9	59,000 *
10	58,300 *
11	57,804 *
12	57,557 *
13	57,400 *
14	56,825 *
15	54,000 *
16	52,543 *
17	52,342 *
18	52,000 *
19	51,975 *
20	51,504 *
21	51,500 *
22	51,475 *
23	50,500 *
24	50,000 *
25	50,000 *
26	49,812 *
27	49,300 *
28	49,000 *
29	48,900 *
30	48,735 *
31	48,600 *
32	48,592 *
33	48,100 *
34	48,000 *
35	47,700 *
36	47,496 *
37	47,460 *
38	47,028 *
39	47,000 *
40	( 46,900 ) *
41	46,669 *
42	46,625 *
43	45,715 *
44	45,452 *
45	45,360 *
46	45,205 *
47	45,200 *
48	44,949 *
49	44,780 *
50	44,352 *
51	44,000 *
52	43,835 *
53	43,680 *
54	43,548 *
55	43,300 *
56	43,200 *
57	42,966 *
58	( 42,900 ) *
59	42,798 *

RANK	SALARY
60	42,600 *
61	42,196 *
62	42,180 *
63	42,000 *
64	42,000 *
65	41,657 *
66	41,622 *
67	41,500 *
68	41,400 *
69	40,850 *
70	40,700 *
71	40,500 *
72	40,100 *
73	40,087 *
74	39,950 *
75	39,668 *
76	39,653 *
77	39,220 *
78	39,000 *
79	38,602 *
80	38,200 *
81	38,000 *
82	37,860 *
83	37,260 *
84	37,003 *
85	37,000 *
86	36,729 *
87	36,650 *
88	36,288 *
89	36,249 *
90	35,790 *
91	35,490 *
92	35,256 *
93	35,173 *
94	34,451 *
95	34,158 *
96	33,462 *
97	33,132 *
98	32,905 *
99	32,850 *
100	32,801 *
101	31,932 *
102	31,568 *
103	30,358 *
104	28,973 *
105	28,657 *
106	28,000 *
107	26,650 *
108	24,650 *
109	21,100 *

AVERAGE \*\*\* 45,707

AVERAGE ALL 44,127

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	94,500 *
2	92,280 *

RANK	SALARY
3	89,713 *
4	89,100 *
5	87,200 *
6	87,000 *
7	85,500 *
8	85,000 *
9	83,160 *
10	82,500 *
11	82,000 *
12	80,000 *
13	80,000 *
14	78,750 *
15	78,696 *
16	78,600 *
17	77,888 *
18	( 77,500 ) *
19	77,000 *
20	75,433 *
21	75,200 *
22	74,900 *
23	73,348 *
24	73,032 *
25	( 71,000 ) *
26	70,700 *
27	69,958 *
28	69,541 *
29	69,400 *
30	68,500 *
31	68,400 *
32	67,651 *
33	67,416 *
34	67,000 *
35	66,000 *
36	65,445 *
37	65,000 *
38	64,800 *
39	64,100 *
40	64,000 *
41	63,400 *
42	63,164 *
43	62,700 *
44	61,800 *
45	59,738 *
46	59,380 *
47	55,776 *
48	55,000 *
49	( 54,060 ) *
50	53,400 *
51	52,649 *
52	51,107 *
53	50,328 *

AVERAGE \*\*\* 72,242

AVERAGE ALL 71,315

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TABLE I (Continued)

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	\$6,000 *
2	\$2,000 *
3	\$8,300 *
4	\$7,500 *
5	\$6,410 *
6	\$6,000 *
7	\$6,000 *
8	\$2,500 *
9	\$2,450 *
10	\$0,110 *
11	\$9,600 *
12	\$8,850 *
13	\$8,250 *
14	\$8,140 *
15	\$8,000 *
16	\$8,000 *
17	\$8,000 *
18	\$7,600 *
19	(\$7,000) *
20	\$5,520 *
21	\$4,800 *
22	\$4,800 *
23	\$4,650 *
24	\$3,200 *
25	\$3,000 *
26	\$2,920 *
27	\$2,760 *
28	\$2,490 *
29	\$2,000 *
30	\$1,200 *
31	\$0,700 *
32	\$0,400 *
33	\$9,000 *
34	\$8,930 *
35	\$7,770 *
36	\$7,000 *
37	\$6,500 *
38	\$5,000 *
39	\$1,100 *
40	\$0,190 *
41	\$9,260 *
42	\$8,200 *
43	\$3,200 *

AVERAGE \*\*\* \$5,937

AVERAGE ALL \$4,776

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	\$0,000 *
2	\$2,500 *
3	\$0,000 *
4	\$8,200 *

RANK	SALARY
5	\$8,000 *
6	(\$8,000) *
7	(\$7,500) *
8	\$6,550 *
9	\$5,200 *
10	\$4,000 *
11	\$1,900 *
12	\$1,000 *
13	\$0,000 *
14	\$0,000 *
15	\$8,750 *
16	\$8,000 *
17	\$7,500 *
18	\$7,200 *
19	\$5,800 *
20	\$5,600 *
21	\$5,000 *
22	\$5,000 *
23	\$4,760 *
24	\$4,700 *
25	\$4,647 *
26	\$4,242 *
27	\$3,650 *
28	\$3,360 *
29	\$2,500 *
30	\$2,100 *
31	\$2,000 *
32	\$1,550 *
33	\$0,429 *
34	\$0,320 *
35	\$0,300 *
36	\$0,000 *
37	\$9,457 *
38	\$9,400 *
39	\$9,100 *
40	\$9,000 *
41	\$8,900 *
42	\$8,700 *
43	\$8,400 *
44	\$8,004 *
45	\$8,000 *
46	\$7,300 *
47	\$6,930 *
48	\$6,501 *
49	\$6,173 *
50	\$6,000 *
51	\$5,900 *
52	\$5,800 *
53	\$5,600 *
54	\$5,412 *
55	\$5,400 *
56	\$5,210 *
57	\$5,100 *
58	\$5,100 *
59	\$5,000 *
60	\$4,700 *
61	\$4,500 *
62	\$4,000 *
63	\$4,000 *
64	\$3,500 *
65	\$3,000 *
66	\$2,500 *

RANK	SALARY
67	\$2,150 *
68	\$2,000 *
69	\$2,000 *
70	\$1,800 *
71	\$1,712 *
72	\$1,525 *
73	\$1,190 *
74	\$0,700 *
75	\$0,023 *
76	\$0,000 *
77	\$0,000 *
78	\$9,825 *
79	\$9,125 *
80	\$8,960 *
81	\$8,664 *
82	\$8,380 *
83	\$8,000 *
84	\$7,800 *
85	\$7,720 *
86	\$7,690 *
87	\$7,600 *
88	\$6,584 *
89	\$6,230 *
90	\$6,200 *
91	\$5,630 *
92	\$5,391 *
93	\$5,180 *
94	\$5,091 *
95	\$4,920 *
96	\$4,000 *
97	\$3,500 *
98	\$2,520 *
99	\$1,500 *
100	\$0,150 *
101	\$9,300 *
102	\$6,567 *
103	\$8,000 *
104	\$3,690 *
105	\$2,111 *

AVERAGE \*\*\* \$0,572

AVERAGE ALL \$6,880

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TABLE I (Continued)

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	107,150 *	60	70,000	122	55,479
2	103,600	61	69,554	123	54,720
3	90,000 *	62	69,172	124	54,000
4	87,700 *	63	69,060	125	54,000
5	87,000 *	64	69,040 *	126	53,894 *
6	87,000 *	65	69,010 *	127	53,757
7	86,325	66	69,000 *	128	52,480 *
8	85,855 *	67	68,700 *	129	52,000
9	85,320 *	68	68,492 *	130	51,803
10	85,200 *	69	68,400	131	51,500 *
11	85,100 *	70	68,250	132	48,781
12	85,000	71	68,000 *	133	45,200
13	85,000 *	72	68,000 *		
14	84,840 *	73	67,400	AVERAGE ***	72,581
15	84,263 *	74	67,021		
16	82,800 *	75	66,500 *	AVERAGE ALL	69,603
17	82,500 *	76	66,210		
18	82,333 *	77	66,147 *		
19	81,652 *	78	66,000		
20	80,600 *	79	66,000 *		
21	80,500 *	80	65,508		
22	80,400 *	81	65,507 *		
23	80,234 *	82	65,400 *		
24	79,500 *	83	65,340		
25	79,380 *	84	65,300 *		
26	79,000 *	85	65,100 *		
27	78,800 *	86	65,000 *		
28	78,725 *	87	65,000 *		
29	78,400	88	65,000		
30	78,216 *	89	65,000 *		
31	78,000 *	90	65,000 *		
32	77,872 *	91	64,600 *		
33	77,494	92	64,320 *		
34	77,250 *	93	64,200 *		
35	77,000 *	94	63,550		
36	76,348 *	95	63,492		
37	75,575 *	96	63,435		
38	75,200 *	97	63,430		
39	75,000	98	63,400 *		
40	74,360 *	99	63,370 *		
41	74,100	100	63,350 *		
42	74,000 *	101	63,200 *		
43	73,670 *	102	62,840		
44	72,324 *	103	62,620		
45	72,300	104	62,500 *		
46	72,000 *	105	62,370 *		
47	72,000 *	106	61,620		
48	71,850	107	61,610 *		
49	71,700 *	108	60,239 *		
50	71,668 *	109	60,141		
51	71,200	110	59,960		
52	71,140 *	111	59,400		
53	71,100 *	112	58,600 *		
54	71,000 *	113	58,452		
55	71,000 *	114	58,383		
56	71,000 *	115	58,320		
57	70,980 *	116	58,000		
58	70,400 *	117	57,809		
59	70,000	118	57,608		
		119	57,414 *		
		120	57,160 *		
		121	57,150		

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TABLE I (Continued)

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	\$7,000 *
2	\$8,800 *
3	( \$0,300) *
4	\$8,218 *
5	\$7,500 *
6	\$7,124 *
7	\$7,000 *
8	\$7,000 *
9	\$7,500 *
10	\$6,360 *
11	\$6,100 *
12	\$7,800 *
13	\$7,200 *
14	\$6,100 *
15	\$5,556 *
16	\$5,300 *
17	\$5,600 *
18	\$4,887 *
19	\$4,680 *
20	\$4,250 *
21	\$4,000 *
22	\$4,000 *
23	\$3,920 *
24	\$3,200 *
25	\$3,031 *
26	\$2,805 *
27	\$2,500 *
28	\$2,500 *
29	\$2,472 *
30	\$2,462 *
31	\$2,100 *
32	\$2,045 *
33	\$1,800 *
34	\$1,600 *
35	\$1,600 *
36	\$1,000 *
37	\$1,000 *
38	\$9,844 *
39	\$9,575 *
40	\$9,500 *
41	\$9,244 *
42	\$9,100 *
43	\$8,994 *
44	\$8,740 *
45	\$8,100 *
46	\$7,800 *
47	\$7,800 *
48	\$7,466 *
49	\$7,260 *
50	\$6,967 *
51	\$6,800 *
52	\$6,404 *
53	\$6,334 *
54	\$6,244 *
55	\$6,244 *
56	\$5,100 *
57	\$5,000 *
58	\$4,994 *
59	\$4,792 *

## RANK

## SALARY

60	\$4,745 *
61	\$4,600 *
62	\$4,445 *
63	\$3,925 *
64	\$3,400 *
65	\$3,280 *
66	\$3,124 *
67	\$3,000 *
68	\$3,000 *
69	\$2,400 *
70	\$2,024 *
71	\$1,852 *
72	\$1,800 *
73	\$0,444 *
74	\$0,400 *
75	\$0,338 *
76	\$0,244 *
77	\$0,000 *
78	\$8,960 *
79	\$8,645 *
80	\$8,547 *
81	\$8,446 *
82	\$8,422 *
83	\$8,150 *
84	\$7,400 *
85	\$7,400 *
86	\$6,350 *
87	\$6,300 *
88	\$6,110 *
89	\$5,765 *
90	\$5,500 *
91	\$5,150 *
92	\$5,000 *
93	\$4,554 *
94	\$4,190 *
95	\$3,655 *
96	\$2,123 *
97	\$1,943 *
98	\$1,640 *
99	\$1,000 *
100	\$8,000 *
101	\$7,600 *
102	\$7,500 *
103	\$6,975 *
104	\$6,000 *
105	\$5,572 *
106	\$5,020 *
107	\$2,128 *
108	\$2,413 *

AVERAGE \*\*\* 57,487

AVERAGE ALL 55,631

DEANS (DIRECTORS):  
DENTISTRY

RANK	SALARY
1	\$12,500 *
2	\$10,180 *
3	\$10,000 *
4	\$9,120 *
5	\$9,000 *
6	\$8,000 *
7	\$7,816 *
8	\$6,000 *
9	\$5,000 *
10	\$2,719 *
11	\$1,000 *
12	\$0,000 *
13	\$9,900 *
14	\$9,563 *
15	\$3,956 *
16	\$5,463 *

AVERAGE \*\*\* 88,020

AVERAGE ALL 87,264

DEANS (DIRECTORS):  
EARTH SCIENCES/  
NATURAL RESOURCES

RANK	SALARY
1	\$10,533 *
2	( \$8,000) *
3	\$7,200 *
4	\$7,000 *
5	\$7,300 *
6	\$7,600 *
7	\$7,900 *
8	\$5,400 *
9	\$3,500 *
10	\$5,226 *
11	\$2,201 *

AVERAGE \*\*\* 73,367

AVERAGE ALL 71,443

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TABLE I (Continued)

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	\$5,800 *	60	\$4,339 *	122	\$0,400
2	( \$5,000) *	61	\$4,000 *	123	\$0,000 *
3	\$4,000 *	62	\$4,000 *	124	\$0,067
4	\$3,940 *	63	\$3,989 *	125	\$8,781
5	\$3,300 *	64	\$3,888 *	126	\$8,567
6	\$1,400	65	\$3,804 *	127	\$7,500 *
7	\$0,580 *	66	\$3,800 *	128	\$4,802 *
8	\$8,400 *	67	\$3,713 *	129	\$4,533
9	\$8,218 *	68	\$3,400	130	\$2,200
10	\$8,100 *	69	\$3,105		
11	\$8,000 *	70	\$2,874 *	AVERAGE ***	\$6,582
12	\$8,000 *	71	\$2,750 *		
13	\$7,000 *	72	\$2,700 *	AVERAGE ALL	\$3,974
14	\$7,000 *	73	\$2,652 *		
15	\$7,000 *	74	\$2,484		
16	\$7,500 *	75	\$2,430 *		
17	\$7,500 *	76	\$2,300		
18	\$4,618 *	77	\$2,000 *		
19	\$4,149 *	78	\$2,000		
20	\$3,500 *	79	\$2,000 *		
21	\$3,500 *	80	\$1,650		
22	\$3,041	81	\$1,196		
23	\$3,000 *	82	\$1,000 *		
24	\$3,000 *	83	\$1,000 *		
25	\$2,400 *	84	\$0,830		
26	\$2,000 *	85	\$0,738 *		
27	\$1,740 *	86	\$0,500		
28	\$1,008 *	87	\$0,375		
29	\$1,000 *	88	\$9,662 *		
30	\$0,800 *	89	\$9,500 *		
31	\$0,789 *	90	\$9,426		
32	\$0,000 *	91	\$9,000 *		
33	\$0,000 *	92	\$8,620		
34	\$9,582	93	\$8,491		
35	\$9,500 *	94	\$8,383		
36	\$9,048 *	95	\$8,151		
37	\$9,006 *	96	\$8,008		
38	\$8,700	97	\$7,948		
39	\$8,406	98	\$7,809		
40	\$8,250 *	99	\$7,498 *		
41	\$8,150	100	\$7,072		
42	\$6,000 *	101	\$7,000		
43	\$7,650 *	102	\$6,388		
44	\$7,650	103	\$6,311		
45	\$7,500	104	\$6,021 *		
46	\$7,500 *	105	\$6,000 *		
47	\$7,500 *	106	\$6,000		
48	\$7,031 *	107	\$5,000		
49	\$6,600 *	108	\$4,225		
50	\$6,500 *	109	\$4,223 *		
51	\$5,740 *	110	\$4,000 *		
52	\$5,700 *	111	\$3,000		
53	\$5,700 *	112	\$2,800 *		
54	\$5,460 *	113	\$2,772		
55	\$5,304	114	\$2,500		
56	\$5,247	115	\$2,320 *		
57	\$5,000	116	\$2,229		
58	\$5,000	117	\$2,115 *		
59	\$4,680 *	118	\$1,500		
		119	\$1,500 *		
		120	\$0,985 *		
		121	\$0,631 *		

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TABLE I (Continued)

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	119,800 *
2	100,500 *
3	100,000 *
4	99,000 *
5	95,000 *
6	94,000 *
7	93,400 *
8	92,700 *
9	92,500 *
10	92,171 *
11	91,000 *
12	91,000 *
13	90,000 *
14	89,500 *
15	88,500 *
16	88,040 *
17	86,000 *
18	85,500 *
19	85,400 *
20	85,000 *
21	84,800 *
22	84,000 *
23	83,649 *
24	83,000 *
25	82,400 *
26	82,286 *
27	82,000 *
28	81,333 *
29	81,000 *
30	80,580 *
31	80,580 *
32	80,300 *
33	80,000 *
34	79,700 *
35	79,667 *
36	79,245 *
37	79,000 *
38	79,000 *
39	77,868 *
40	77,600 *
41	77,539 *
42	77,500 *
43	77,500 *
44	77,357 *
45	77,000 *
46	77,000 *
47	76,380 *
48	76,200 *
49	75,026 *
50	74,945 *
51	74,844 *
52	74,692 *
53	73,461 *
54	73,000 *
55	72,896 *
56	72,800 *
57	71,850 *
58	71,822 *
59	71,600 *

## RANK

## SALARY

60	71,304 *
61	71,231 *
62	71,100 *
63	71,004 *
64	70,776 *
65	70,000 *
66	70,000 *
67	69,500 *
68	68,200 *
69	67,410 *
70	67,392 *
71	67,200 *
72	67,200 *
73	67,000 *
74	66,000 *
75	66,000 *
76	65,789 *
77	65,200 *
78	65,000 *
79	64,884 *
80	64,000 *
81	63,000 *
82	62,744 *
83	62,600 *
84	62,400 *
85	62,000 *
86	61,800 *
87	61,550 *
88	61,200 *
89	( 61,194 )
90	61,000 *
91	60,181 *
92	60,066 *
93	60,000 *
94	60,000 *
95	59,450 *
96	59,440 *
97	58,663 *
98	57,608 *
99	56,500 *
100	55,328 *
101	52,402 *
102	48,296 *
103	46,513 *

AVERAGE "\*" 77,885

AVERAGE ALL 74,530

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	( 87,500 ) *
2	( 83,500 ) *
3	80,000 *
4	75,000 *
5	74,520 *
6	74,500 *
7	73,588 *
8	71,742 *
9	71,000 *
10	69,750 *
11	68,100 *
12	( 67,000 ) *
13	66,000 *
14	65,208 *
15	64,400 *
16	64,050 *
17	63,927 *
18	63,000 *
19	62,900 *
20	62,388 *
21	61,600 *
22	61,000 *
23	60,898 *
24	60,770 *
25	60,600 *
26	60,516 *
27	59,600 *
28	59,000 *
29	58,704 *
30	58,700 *
31	58,382 *
32	58,356 *
33	56,000 *
34	56,400 *
35	56,301 *
36	55,550 *
37	52,990 *
38	52,350 *
39	51,600 *
40	50,846 *
41	49,692 *
42	48,781 *
43	48,742 *
44	47,000 *
45	46,125 *
46	45,500 *
47	45,000 *
48	40,600 *

AVERAGE "\*" 63,010

AVERAGE ALL 61,077

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TABLE I (Continued)

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	78,400 *
2	77,400 *
3	72,912 *
4	71,172 *
5	68,900 *
6	68,000 *
7	69,000 *
8	64,999 *
9	64,960 *
10	64,409 *
11	62,700 *
12	61,652 *
13	58,383 *
14	55,276 *
15	54,000 *
16	51,411 *

AVERAGE \*\*\* 66,022

AVERAGE ALL 64,973

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	54,257 *
2	67,000 *
3	66,900 *
4	65,100 *
5	63,607 *
6	63,200 *
7	62,800 *
8	60,442 *
9	60,000 *
10	78,000 *
11	78,000 *
12	77,700 *
13	76,500 *
14	76,400 *
15	76,000 *
16	74,160 *
17	74,000 *
18	73,300 *
19	72,375 *
20	72,100 *
21	71,200 *
22	71,200 *
23	71,000 *
24	70,440 *
25	70,000 *
26	69,968 *
27	69,462 *
28	69,200 *
29	69,000 *
30	69,000 *
31	68,400 *

## RANK

## SALARY

32	67,800 *
33	67,200 *
34	67,000 *
35	66,000 *
36	65,832 *
37	65,800 *
38	65,800 *
39	65,772 *
40	65,700 *
41	65,448 *
42	64,729 *
43	64,530 *
44	64,500 *
45	63,877 *
46	63,840 *
47	63,600 *
48	63,510 *
49	63,500 *
50	62,963 *
51	62,920 *
52	62,900 *
53	62,684 *
54	62,640 *
55	62,500 *
56	62,100 *
57	62,600 *
58	61,873 *
59	61,830 *
60	61,627 *
61	61,500 *
62	60,800 *
63	60,215 *
64	60,000 *
65	59,969 *
66	59,900 *
67	59,832 *
68	59,675 *
69	59,004 *
70	58,661 *
71	58,339 *
72	58,254 *
73	58,097 *
74	57,824 *
75	57,809 *
76	57,800 *
77	57,734 *
78	57,600 *
79	57,420 *
80	57,325 *
81	57,200 *
82	56,500 *
83	56,421 *
84	56,400 *
85	56,239 *
86	56,050 *
87	56,000 *
88	55,862 *
89	55,600 *
90	55,512 *
91	55,000 *
92	55,000 *
93	54,707 *

## RANK

## SALARY

94	54,197 *
95	53,371 *
96	52,437 *
97	52,410 *
98	51,960 *
99	51,450 *
100	51,250 *
101	51,000 *
102	51,000 *
103	50,664 *
104	49,300 *
105	48,300 *
106	48,087 *
107	47,267 *
108	47,090 *
109	46,934 *
110	46,203 *
111	46,155 *
112	42,111 *

AVERAGE \*\*\* 66,667

AVERAGE ALL 63,095

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TABLE I (Continued)

DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/  
RECREATION

RANK	SALARY
1	75,000 *
2	75,000 *
3	71,000 *
4	68,750 *
5	68,535 *
6	67,665 *
7	67,000 *
8	65,304 *
9	64,250 *
10	64,154 *
11	63,800 *
12	63,800 *
13	60,000 *
14	59,575 *
15	59,000 *
16	58,671 *
17	58,292 *
18	56,731 *
19	56,710 *
20	56,550 *
21	55,691 *
22	55,104 *
23	54,500 *
24	54,500 *
25	52,820 *
26	52,508 *
27	52,468 *
28	52,260 *
29	51,877 *
30	50,198 *
31	50,000 *
32	44,000 *
33	43,012 *

AVERAGE \*\*\* 61,282

AVERAGE ALL 59,053

DEANS (DIRECTORS):  
HEALTH PROFESSIONS

RANK	SALARY
1	95,700 *
2	90,736 *
3	86,550 *
4	84,160 *
5	82,800 *
6	( 82,000 ) *
7	79,632 *
8	77,000 *
9	76,000 *
10	74,720 *
11	66,000 *
12	65,500 *
13	64,600 *
14	63,700 *

RANK	SALARY
15	63,685 *
16	63,120 *
17	57,500 *
18	52,000 *

AVERAGE \*\*\* 75,007

AVERAGE ALL 73,634

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	61,400 *
2	78,205 *
3	76,000 *
4	75,900 *
5	74,000 *
6	73,882 *
7	72,000 *
8	70,900 *
9	69,970 *
10	69,640 *
11	69,400 *
12	67,000 *
13	67,000 *
14	65,700 *
15	64,500 *
16	63,804 *
17	63,100 *
18	63,000 *
19	62,000 *
20	61,500 *
21	61,010 *
22	60,700 *
23	60,500 *
24	56,495 *
25	56,250 *
26	56,000 *
27	55,000 *
28	( 54,060 ) *
29	51,550 *
30	50,696 *
31	50,445 *
32	48,550 *
33	46,500 *
34	43,012 *
35	41,640 *
36	34,000 *

AVERAGE \*\*\* 63,615

AVERAGE ALL 61,542

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	( 87,500 ) *
2	( 85,000 ) *
3	63,863 *
4	( 63,500 ) *
5	( 63,271 ) *
6	( 76,200 ) *
7	76,000 *
8	( 72,400 ) *
9	72,000 *
10	69,360 *
11	67,500 *
12	65,500 *
13	64,900 *
14	58,200 *
15	57,838 *
16	57,200 *
17	56,000 *
18	51,100 *
19	( 48,781 ) *
20	48,540 *

AVERAGE \*\*\* 71,162

AVERAGE ALL 68,233

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TABLE I (Continued)

DEANS (DIRECTORS):  
JOURNALISM/  
COMMUNICATIONS

RANK	SALARY
1	\$3,000 *
2	76,200 *
3	76,000 *
4	75,300 *
5	75,200 *
6	73,700 *
7	72,500 *
8	72,439 *
9	71,825 *
10	69,058 *
11	68,900 *
12	66,900 *
13	66,000 *
14	65,000 *
15	62,500 *
16	62,000 *
17	61,800 *
18	58,392 *
19	58,105 *
20	56,500 *
21	56,200 *
22	55,800 *
23	55,400 *
24	55,000 *
25	51,500 *
26	47,000 *
27	42,884 *

AVERAGE \*\*\* 64,589

AVERAGE ALL 64,246

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	120,524 *
2	114,500 *
3	111,733 *
4	108,000 *
5	107,400 *
6	102,000 *
7	101,000 *
8	100,000 *
9	100,000 *
10	97,500 *
11	97,000 *
12	96,700 *
13	95,000 *
14	93,650 *
15	92,000 *
16	91,400 *
17	90,384 *
18	90,350 *
19	90,000 *
20	90,000 *

## RANK

## SALARY

21	\$9,900 *
22	\$9,000 *
23	\$8,000 *
24	\$7,500 *
25	\$5,700 *
26	\$5,233 *
27	\$5,200 *
28	\$5,000 *
29	\$4,250 *
30	\$4,028 *
31	\$1,620 *
32	\$1,500 *
33	\$1,036 *
34	\$1,000 *
35	\$0,004 *
36	\$0,000 *
37	\$9,800 *
38	\$8,702 *
39	\$8,550 *
40	\$7,500 *
41	\$7,275 *
42	\$5,000 *
43	\$3,725 *
44	\$3,205 *
45	\$1,800 *
46	\$1,004 *
47	\$0,612 *
48	\$0,697 *
49	\$0,000 *
50	\$7,852 *
51	\$7,200 *
52	\$7,000 *
53	\$5,920 *
54	\$5,500 *
55	\$4,791 *
56	\$1,000 *
57	\$7,411 *

AVERAGE \*\*\* 84,728

AVERAGE ALL 84,597

DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	\$9,000 *
2	\$0,000 *
3	\$3,740 *
4	\$3,500 *
5	\$0,000 *
6	\$0,000 *
7	\$6,000 *
8	\$2,000 *
9	\$7,399 *
10	\$3,804 *
11	\$2,500 *
12	\$1,740 *
13	\$1,315 *

## RANK

## SALARY

14	\$0,540 *
15	\$8,383 *
16	\$7,557 *
17	\$7,000 *
18	\$6,056 *
19	\$6,000 *
20	\$5,000 *
21	\$2,185 *

AVERAGE \*\*\* 74,936

AVERAGE ALL 68,272

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	\$2,000 *
2	\$0,500 *
3	\$9,630 *
4	\$7,308 *
5	\$7,000 *
6	\$7,000 *
7	\$5,000 *
8	\$4,500 *
9	\$2,000 *
10	\$0,540 *
11	\$0,500 *
12	\$0,000 *
13	\$5,618 *
14	\$4,500 *
15	\$4,383 *
16	\$4,000 *
17	\$3,604 *
18	\$3,527 *
19	\$2,500 *
20	\$0,995 *
21	\$0,700 *
22	\$0,000 *
23	\$9,676 *
24	\$8,000 *
25	\$7,000 *
26	\$6,360 *
27	\$3,988 *

AVERAGE \*\*\* 58,231

AVERAGE ALL 57,438

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TABLE I (Continued)

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	170,000 *
2	150,000 *
3	147,600 *
4	146,000 *
5	145,530 *
6	137,000 *
7	136,000 *
8	135,000 *
9	134,375 *
10	132,027 *
11	116,940 *
12	115,000 *
13	114,000 *
14	109,190 *
15	107,568 *
16	104,685 *
17	104,566 *
18	104,352 *
19	102,682 *
20	100,500 *
21	99,500 *
22	99,500 *
23	96,768 *
24	95,450 *
25	95,450 *
26	95,135 *
27	94,875 *
28	94,000 *
29	93,800 *
30	92,500 *
31	91,522 *
32	90,000 *
33	89,000 *
34	86,700 *
35	86,556 *
36	85,360 *
37	85,064 *
38	79,695 *
39	78,165 *
40	77,500 *
41	76,800 *
42	71,200 *
43	61,051 *

AVERAGE \*\*\* 104,995

AVERAGE ALL 105,312

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	78,120 *
2	78,000 *
3	77,000 *
4	72,300 *

RANK	SALARY
5	70,500 *
6	69,650 *
7	69,380 *
8	68,216 *
9	65,000 *
10	64,350 *
11	63,700 *
12	63,000 *
13	61,760 *
14	60,888 *
15	58,185 *
16	57,925 *
17	57,600 *
18	55,000 *
19	54,101 *
20	52,500 *
21	43,000 *
22	40,660 *
23	36,094 *
24	31,274 *

AVERAGE \*\*\* 63,291

AVERAGE ALL 60,354

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	92,020 *
2	89,000 *
3	85,320 *
4	83,874 *
5	82,000 *
6	( 82,000) *
7	80,000 *
8	80,000 *
9	79,044 *
10	78,027 *
11	77,000 *
12	76,000 *
13	74,000 *
14	73,000 *
15	72,890 *
16	72,182 *
17	72,000 *
18	71,900 *
19	70,320 *
20	69,725 *
21	69,468 *
22	69,463 *
23	68,700 *
24	68,162 *
25	67,555 *
26	67,000 *
27	65,667 *
28	65,560 *
29	65,482 *

RANK	SALARY
30	65,240 *
31	65,200 *
32	65,156 *
33	64,536 *
34	64,000 *
35	63,626 *
36	63,150 *
37	63,020 *
38	62,700 *
39	62,700 *
40	62,400 *
41	62,280 *
42	61,605 *
43	61,500 *
44	61,500 *
45	59,867 *
46	59,746 *
47	59,400 *
48	58,972 *
49	58,500 *
50	58,500 *
51	58,429 *
52	58,306 *
53	58,067 *
54	57,132 *
55	56,340 *
56	55,900 *
57	55,650 *
58	( 55,491) *
59	54,422 *
60	53,500 *
61	53,025 *
62	53,000 *
63	52,800 *
64	52,008 *
65	51,472 *
66	50,860 *
67	47,100 *
68	44,612 *
69	43,111 *
70	34,400 *

AVERAGE \*\*\* 67,110

AVERAGE ALL 64,523

\* Member of NASULGC \*

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TABLE I (Continued)

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	55,000 *
2	91,620 *
3	69,500 *
4	( 62,000) *
5	61,500 *
6	81,000 *
7	79,680 *
8	79,500 *
9	78,931 *
10	78,750 *
11	78,636 *
12	78,000 *
13	78,000 *
14	78,000 *
15	77,000 *
16	76,220 *
17	76,000 *
18	75,471 *
19	75,000 *
20	74,000 *
21	73,000 *
22	69,700 *
23	68,500 *
24	67,473 *
25	66,000 *
26	65,000 *
27	64,647 *
28	63,100 *
29	62,732 *
30	62,628 *
31	62,000 *
32	59,608 *
33	59,400 *
34	57,100 *
35	57,084 *
36	55,066 *
37	52,021 *
38	51,660 *
39	51,095 *
40	43,927 *
AVERAGE *** 71,853	
AVERAGE ALL 70,389	

DEANS (DIRECTORS):  
PUBLIC AFFAIRS

RANK	SALARY
1	96,500 *
2	77,900 *
3	74,400 *
4	73,000 *
5	67,872 *
6	66,800 *
7	64,697 *

RANK	SALARY
8	63,860 *
9	62,500 *
10	52,500 *
11	52,000 *

AVERAGE \*\*\* 67,766

AVERAGE ALL 68,366

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	55,000 *
2	88,140 *
3	( 81,714) *
4	81,600 *
5	80,000 *
6	( 79,500) *
7	76,723 *
8	75,562 *
9	74,800 *
10	74,196 *
11	74,000 *
12	72,000 *
13	71,748 *
14	71,000 *
15	69,960 *
16	69,306 *
17	68,400 *
18	68,000 *
19	66,587 *
20	66,000 *
21	66,000 *
22	65,161 *
23	63,200 *
24	( 61,194) *
25	60,000 *
26	59,800 *
27	59,200 *
28	59,107 *
29	57,557 *
30	56,700 *
31	56,475 *
32	54,686 *
33	54,000 *
34	53,820 *
35	53,000 *
36	52,185 *
37	51,500 *
38	50,957 *
39	50,000 *
40	50,000 *
41	49,880 *
42	46,781 *
43	42,567 *

AVERAGE \*\*\* 71,603

AVERAGE ALL 64,791

DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL  
SCIENCES

RANK	SALARY
1	85,491 *
2	( 85,000) *
3	( 83,271) *
4	80,500 *
5	77,500 *
6	75,904 *
7	75,516 *
8	75,100 *
9	73,862 *
10	72,600 *
11	72,600 *
12	( 72,400) *
13	72,120 *
14	71,748 *
15	69,000 *
16	66,804 *
17	63,500 *
18	60,000 *
19	50,566 *
20	( 48,781) *
21	46,846 *

AVERAGE \*\*\* 74,132

AVERAGE ALL 70,435

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TABLE I (Continued)

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	92,100 *
2	90,950 *
3	79,500 *
4	79,320 *
5	79,300 *
6	79,000 *
7	77,200 *
8	76,700 *
9	74,500 *
10	73,000 *
11	71,660 *
12	71,400 *
13	70,550 *
14	70,000 *
15	69,360 *
16	69,040 *
17	68,190 *
18	68,000 *
19	65,630 *
20	65,000 *
21	64,500 *
22	63,715 *
23	63,600 *
24	63,000 *
25	62,000 *
26	60,500 *
27	60,000 *
28	59,770 *
29	58,740 *
30	58,510 *
31	55,200 *
32	54,800 *
33	54,300 *
34	54,000 *
35	53,600 *

AVERAGE \*\*\* 68,131

AVERAGE ALL 67,905

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	84,000 *
2	71,500 *
3	67,062 *
4	64,580 *
5	63,201 *
6	62,500 *
7	62,040 *
8	61,900 *
9	61,000 *
10	59,400 *
11	57,200 *
12	56,930 *
13	56,700 *
14	56,150 *
15	55,000 *
16	55,000 *
17	54,000 *
18	52,342 *
19	51,678 *
20	51,374 *
21	50,572 *
22	44,350 *
23	43,300 *
24	40,190 *
25	33,442 *

AVERAGE \*\*\* 58,491

AVERAGE ALL 56,617

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	99,000 *
2	94,071 *
3	88,950 *
4	82,200 *
5	82,000 *
6	81,000 *
7	80,474 *
8	80,460 *
9	80,000 *
10	80,000 *
11	77,040 *
12	75,500 *
13	75,450 *
14	74,750 *
15	73,920 *
16	73,750 *
17	73,200 *
18	72,700 *
19	72,100 *
20	72,000 *
21	71,914 *
22	67,008 *

AVERAGE \*\*\* 78,522

AVERAGE ALL 78,522

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University  
Clemson University  
East Tennessee State University  
Florida State University  
Georgia Institute of Technology  
Georgia State University  
Memphis State University  
Middle Tennessee State University  
Mississippi State University  
North Carolina State University at Raleigh  
Tennessee Technological University  
University of Alabama  
University of Alabama in Birmingham  
University of Alabama in Huntsville  
University of Central Florida  
University of Florida  
University of Georgia  
University of Kentucky  
University of Louisville  
University of Mississippi  
University of North Carolina at Chapel Hill  
University of North Carolina at Greensboro  
University of North Florida  
University of South Alabama  
University of South Carolina, Columbia  
University of South Florida  
University of Southern Mississippi  
University of Tennessee - Knoxville

TABLE II (Continued)  
—ATLANTA REGION—

PRESIDENT OF A SYSTEM  
OF MULTI-CAPPLS  
INSTITUTIONS

RANK	SALARY
1	110,000
2	91,100
3	81,053
4	78,000
5	67,000
AVERAGE ALL	85,431

RANK	SALARY
10	80,500
11	80,000
12	73,000
13	( 70,512)
14	68,004
15	67,700
16	67,641
17	63,500
18	63,275
19	63,180
20	59,920

AVERAGE ALL 77,290

RANK	SALARY
20	51,500
21	50,280
22	48,162
23	48,040
24	48,012
25	43,560
26	42,000
27	41,771
28	40,815
AVERAGE ALL	57,628

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	120,000
2	105,000
3	104,000
4	104,000
5	104,000
6	102,000
7	99,900
8	93,900
9	92,500
10	91,226
11	90,929
12	89,000
13	87,856
14	84,000
15	83,900
16	82,000
17	81,054
18	80,445
19	78,000
20	78,000
21	74,000
22	67,000
23	65,000

AVERAGE ALL 89,448

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	(104,340)
2	95,150
3	90,000
4	87,000
5	81,000
6	79,000
7	76,000
8	75,500
9	72,800
10	( 70,512)

AVERAGE ALL 83,130

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	88,000
2	73,700
3	72,000
4	72,000
5	69,000
6	67,155
7	66,500
8	65,321
9	62,500
10	61,850
11	61,500
12	58,165
13	58,000
14	57,700
15	54,450
16	54,027
17	52,920
18	52,247
19	51,800

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

RANK	SALARY
1	68,300
2	55,600
3	54,570
4	53,350
5	51,750
6	50,750
7	( 48,140)
8	45,500
9	44,845
10	42,000
11	41,400
12	41,000
13	35,020
14	33,250
15	31,610
16	30,000
17	28,090
18	26,340
19	26,200

AVERAGE ALL 42,512

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLER

RANK	SALARY
1	96,000
2	94,600
3	92,161
4	89,100
5	85,500
6	84,507
7	82,672
8	82,300
9	81,500

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**TABLE II (Continued)**  
**—ATLANTA REGION—**

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

RANK	SALARY
1	72,096
2	71,288
3	67,925
4	67,100
5	65,258
6	64,335
7	63,070
8	63,000
9	61,945
10	61,800
11	59,000
12	55,728
13	55,458
14	54,450
15	53,300
16	52,000
17	52,000
18	51,500
19	51,350
20	50,300
21	50,100
22	47,484
23	46,650
24	46,200
25	45,210
26	42,996
27	38,000
28	36,970

AVERAGE ALL 45,233

**BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

RANK	SALARY
1	89,400
2	87,500
3	85,750
4	85,200
5	83,000
6	79,900
7	77,500
8	76,576
9	76,320
10	74,500
11	67,700
12	66,504
13	66,000
14	65,700
15	65,179
16	65,081
17	61,600
18	61,512
19	60,500

RANK	SALARY
20	58,750
21	55,164

AVERAGE ALL 72,016

**BUSINESS OR FISCAL OFFICERS:  
CONTROLLER**

RANK	SALARY
1	65,000
2	65,500
3	65,000
4	( 61,200 )
5	62,000
6	55,550
7	55,000
8	55,000
9	52,700
10	52,500
11	51,089
12	46,990
13	46,176
14	46,900
15	46,000
16	47,090
17	47,045
18	45,725
19	43,300
20	43,294
21	42,210
22	41,191
23	40,060
24	37,440
25	34,622

AVERAGE ALL 50,423

**BUSINESS OR FISCAL OFFICERS:  
TREASURER**

RANK	SALARY
1	( 80,400 )
2	( 61,200 )
3	57,600
4	56,500
5	51,395
6	37,142
7	33,640

AVERAGE ALL 53,982

**BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	( 80,400 )
2	52,600
3	50,387
4	43,524
5	25,992
6	24,645

AVERAGE ALL 46,258

**BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR**

RANK	SALARY
1	56,000
2	48,216
3	46,000
4	45,754
5	42,787
6	41,250
7	40,836
8	40,680
9	40,400
10	40,000
11	38,156
12	37,740
13	37,400
14	36,500
15	34,657
16	32,640
17	32,220
18	32,000
19	31,671
20	31,000
21	30,600
22	29,930
23	29,390
24	28,825
25	25,200

AVERAGE ALL 37,194

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**TABLE II (Continued)**  
**—ATLANTA REGION—**

**BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER**

RANK	SALARY
1	64,500
2	( 59,670)
3	57,024
4	53,076
5	53,015
6	51,980
7	46,350
8	46,188
9	45,000
10	43,620
11	42,000
12	41,361
13	40,500
14	39,239
15	39,140
16	38,534
17	37,557
18	37,500
19	37,360
20	36,616
21	35,505
22	35,412
23	30,800
24	30,000

AVERAGE ALL 43,414

**BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	68,100
2	62,073
3	62,000
4	60,650
5	58,900
6	52,990
7	52,325
8	51,300
9	50,000
10	49,476
11	49,251
12	49,047
13	49,000
14	45,000
15	45,000
16	44,000
17	41,783
18	41,730
19	41,500
20	40,750
21	39,996
22	39,312
23	37,860
24	36,624

RANK	SALARY
25	35,445
26	34,560
27	32,465

AVERAGE ALL 46,894

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS(SERVICES)**

RANK	SALARY
1	84,360
2	74,220
3	73,536
4	73,200
5	73,000
6	72,200
7	69,300
8	69,000
9	65,600
10	64,300
11	64,000
12	62,720
13	62,700
14	60,945
15	60,068
16	60,000
17	60,000
18	56,000
19	58,300
20	58,000
21	57,371
22	57,130
23	56,437
24	55,080
25	54,060
26	51,450
27	44,040

AVERAGE ALL 62,964

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS**

RANK	SALARY
1	64,956
2	57,750
3	56,993
4	54,542
5	54,041
6	52,000
7	51,269
8	48,234
9	47,196
10	46,000
11	45,000

RANK	SALARY
12	44,217
13	38,473
14	38,086

AVERAGE ALL 49,911

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

RANK	SALARY
1	50,652
2	48,000
3	43,676
4	33,000
5	29,350
6	26,680
7	26,070
8	24,264
9	20,000

AVERAGE ALL 33,921

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	54,095
2	54,000
3	51,266
4	46,658
5	46,500
6	45,000
7	43,500
8	42,092
9	41,657
10	41,411
11	41,100
12	39,867
13	( 39,120)
14	38,855
15	38,325
16	38,000
17	37,906
18	37,800
19	36,400
20	35,695
21	35,363
22	32,161
23	29,700
24	29,050
25	29,027
26	27,610
27	27,000

AVERAGE ALL 39,236

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**TABLE II (Continued)**  
**—ATLANTA REGION—**

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

RANK	SALARY
1	63,650
2	60,400
3	58,442
4	56,040
5	54,000
6	53,106
7	52,301
8	51,611
9	51,066
10	43,300
11	42,100
12	42,000
13	42,000
14	41,700
15	41,600
16	40,000
17	( 39,120)
18	38,761
19	38,500
20	37,500
21	37,312
22	36,152
23	35,699
24	35,320
25	30,618
26	30,500
27	27,828

**AVERAGE ALL 43,757**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

RANK	SALARY
1	48,832
2	46,925
3	45,384
4	44,400
5	44,400
6	43,250
7	41,900
8	41,011
9	41,000
10	39,358
11	39,349
12	39,310
13	37,873
14	36,947
15	36,849
16	36,750
17	35,586
18	35,431
19	35,400
20	35,400
21	35,360

RANK	SALARY
22	35,195
23	33,432
24	32,340
25	32,000
26	31,320
27	31,182
28	30,744
<b>AVERAGE ALL 38,105</b>	

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

RANK	SALARY
1	51,828
2	51,716
3	46,500
4	45,826
5	45,400
6	45,000
7	44,350
8	44,305
9	41,800
10	39,000
11	37,300
12	35,700
13	35,004
14	34,721
15	33,600
16	32,736
17	31,045
18	30,514
19	27,694
20	26,803
21	26,000
22	24,978
23	24,885
24	24,070

**AVERAGE ALL 36,699**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

RANK	SALARY
1	91,351
2	63,080
3	60,678
4	79,026
5	79,000
6	78,780
7	75,546
8	74,757
9	70,000

RANK	SALARY
10	66,400
11	65,965
12	59,358
13	58,580
14	57,000
15	56,196
16	49,894
17	48,694
18	41,404
19	36,400
20	26,250
21	24,595
22	24,481

**AVERAGE ALL 60,338**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: EXECUTIVE  
VICE PRESIDENT**

RANK	SALARY
1	(104,340)
2	87,512
3	61,000
4	79,200
5	70,680
6	70,320
7	70,200
8	( 68,340)

**AVERAGE ALL 78,949**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT**

RANK	SALARY
1	60,100
2	78,700
3	73,500
4	69,436
5	( 68,340)
6	66,000
7	65,500
8	64,893
9	64,396
10	62,000
11	61,560
12	54,192

**AVERAGE ALL 67,385**

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**TABLE II (Continued)**  
**—ATLANTA REGION—**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: VICE PRES FOR  
PLANNING AND BUDGETING**

RANK	SALARY
1	64,000
2	( 59,670)
3	57,328
4	( 46,900)

AVERAGE ALL 56,975

**ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	63,000
2	62,220
3	60,000
4	59,114
5	58,983
6	56,770
7	56,089
8	53,400
9	53,000
10	51,450
11	50,646
12	49,200
13	47,300
14	39,600
15	37,200

AVERAGE ALL 53,331

**ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT**

RANK	SALARY
1	74,000
2	69,050
3	65,000
4	63,000
5	60,504
6	58,200
7	57,900
8	57,000
9	54,570
10	50,800
11	50,500
12	50,220
13	46,000
14	45,924
15	38,000
16	35,146
17	32,900
18	28,600
19	22,750

AVERAGE ALL 50,635

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING**

RANK	SALARY
1	71,982
2	66,150
3	54,000
4	50,061
5	50,000
6	48,400
7	48,216
8	47,376
9	47,000
10	46,575
11	45,972
12	43,900
13	41,400
14	35,782
15	35,548
16	33,628
17	30,059
18	26,109

AVERAGE ALL 45,675

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT**

RANK	SALARY
1	69,800
2	66,713
3	61,332
4	61,214
5	55,444
6	54,986
7	54,372
8	51,858
9	51,852
10	51,800
11	51,376
12	50,545
13	50,000
14	49,404
15	48,454
16	48,100
17	48,000
18	48,000
19	47,464
20	45,218
21	44,543
22	43,038
23	41,050
24	40,872
25	40,100
26	36,803
27	36,450

AVERAGE ALL 49,955

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY**

RANK	SALARY
1	61,697
2	50,558
3	48,125
4	48,000
5	45,087
6	43,022
7	43,000
8	42,438
9	41,808
10	41,500
11	40,836
12	38,007
13	35,600
14	35,320
15	34,622
16	34,560
17	34,200
18	32,000
19	31,363
20	30,429
21	30,000
22	24,680
23	24,564
24	21,316

AVERAGE ALL 38,031

**PUBLIC RELATIONS & DEVELOPMENTS:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND/OR INFORMATION**

RANK	SALARY
1	84,000
2	75,000
3	500
4	( 50,476)

AVERAGE ALL 69,269

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)  
—ATLANTA REGION—

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	64,000
2	57,629
3	51,214
4	46,316
5	44,448
6	43,144
7	40,250
8	39,948
9	39,620
10	37,701
11	37,000
12	36,500
13	32,580
14	32,124
15	30,900
16	( 29,120)
17	29,080

AVERAGE ALL 40,687

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
DEVELOPMENT

RANK	SALARY
1	85,000
2	83,200
3	77,000
4	73,500
5	70,320
6	68,500
7	( 68,000)
8	66,000
9	64,300
10	( 61,600)
11	53,700
12	52,975
13	( 52,476)
14	49,400

AVERAGE ALL 66,141

RANK	SALARY
5	57,500
6	48,400
7	45,852
8	45,000
9	44,664
10	44,400
11	44,265
12	43,383
13	41,880
14	39,500
15	34,814
16	33,450
17	31,161
18	30,368
19	29,705
20	29,370
21	( 29,120)
22	26,000
23	23,000
24	21,000

AVERAGE ALL 41,649

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS

RANK	SALARY
1	75,071
2	69,200
3	63,336
4	60,500
5	60,000
6	43,785

AVERAGE ALL 61,982

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF UNIVERSITY  
RELATIONS

RANK	SALARY
1	64,300
2	60,000
3	55,000
4	54,148
5	52,920
6	51,000
7	50,800
8	47,370
9	46,200

AVERAGE ALL 52,860

RANK	SALARY
1	( 68,000)
2	( 65,000)
3	65,000
4	60,000
5	58,250
6	57,000
7	53,605
8	52,500
9	51,187
10	47,675
11	46,500
12	46,224
13	43,000
14	42,513
15	40,000
16	36,190
17	33,215
18	31,000
19	29,715

AVERAGE ALL 48,767

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	66,000
2	65,070
3	( 65,000)
4	60,685

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION

RANK	SALARY
1	83,000
2	81,500
3	79,850
4	( 71,000)
5	70,490
6	68,000
7	65,500

AVERAGE ALL 74,191

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	96,000
2	80,100
3	80,000
4	78,000
5	77,500
6	72,000
7	72,000
8	68,911
9	68,480
10	67,240
11	66,504
12	66,100

AVERAGE ALL 74,403

UNIVERSITY OF ARKANSAS  
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PAID 1985-86

TABLE II (Continued)  
—ATLANTA REGION—

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	62,114
2	64,691
3	62,000
4	62,000
5	58,340
6	57,024
7	56,750
8	52,500
9	49,985
10	47,600
11	47,437
12	46,200
13	45,893
14	44,498
15	42,490
16	39,000
17	32,000

AVERAGE ALL 52,384

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	70,000
2	59,542
3	58,300
4	54,000
5	52,342
6	51,875
7	51,504
8	50,000
9	48,900
10	47,700
11	( 46,900)
12	46,625
13	44,000
14	43,835
15	42,000
16	37,280
17	37,003
18	37,000
19	36,650
20	35,796
21	35,173
22	32,905
23	32,850
24	28,000

AVERAGE ALL 45,024

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	89,100
2	87,200
3	78,600
4	73,348
5	( 71,000)
6	65,445
7	64,100
8	61,800
9	( 54,060)

AVERAGE ALL 71,628

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	77,500
2	76,000
3	68,250
4	( 67,000)
5	63,200
6	60,700
7	59,000
8	58,935
9	56,500

AVERAGE ALL 65,232

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	88,200
2	88,000
3	85,200
4	80,000
5	76,000
6	77,500
7	72,500
8	70,000
9	69,100
10	65,100
11	63,000
12	62,150
13	62,000
14	55,636
15	55,391
16	55,188
17	54,920
18	53,500

AVERAGE ALL 68,633

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	103,600
2	87,700
3	85,855
4	85,200
5	82,500
6	80,234
7	79,000
8	78,800
9	78,400
10	78,000
11	74,360
12	74,000
13	70,000
14	70,000
15	69,554
16	68,000
17	65,507
18	65,400
19	65,000
20	65,000
21	65,000
22	63,435
23	63,430
24	60,141
25	58,320

AVERAGE ALL 73,457

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	72,124
2	71,500
3	69,100
4	67,200
5	63,200
6	61,800
7	61,000
8	59,500
9	57,800
10	57,466
11	54,445
12	53,400
13	53,000
14	52,400
15	51,852
16	50,388
17	46,308
18	45,500
19	45,150
20	43,655
21	41,000
22	36,000

AVERAGE ALL 55,170

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TABLE II (Continued)  
—ATLANTA REGION—

DEANS (DIRECTORS):  
DENTISTRY

RANK	SALARY
1	112,500
2	62,719
3	79,900
4	65,463
AVERAGE ALL	65,146

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	61,400
2	78,400
3	77,600
4	76,000
5	73,041
6	73,000
7	72,400
8	70,800
9	70,789
10	69,582
11	67,500
12	65,749
13	65,700
14	65,700
15	63,804
16	62,874
17	61,650
18	61,000
19	60,375
20	58,151
21	56,388
22	56,000
23	52,500
24	52,229
25	50,000
AVERAGE ALL	65,681

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	69,500
2	65,400
3	65,000
4	64,000
5	62,400
6	60,300
7	79,000
8	77,500
9	77,357

RANK	SALARY
10	77,000
11	74,945
12	74,692
13	73,461
14	66,000
15	65,789
16	65,200
17	64,884
18	64,000
19	59,450
20	46,513

AVERAGE ALL 73,620

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	71,000
2	( 67,000)
3	59,600
4	56,356
5	58,000
6	56,400
7	47,000

AVERAGE ALL 59,622

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	78,400
2	77,400
3	64,960
4	64,400
5	62,700

AVERAGE ALL 69,574

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	54,257
2	62,800
3	74,000
4	73,300
5	71,000
6	69,968
7	69,462
8	69,000
9	67,000

RANK	SALARY
10	66,000
11	65,800
12	63,600
13	63,510
14	61,873
15	57,420
16	56,500
17	55,862
18	55,512
19	52,437
20	51,960
21	51,450

AVERAGE ALL 65,367

DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/  
RECREATION

RANK	SALARY
1	75,000
2	68,535
3	67,669
4	63,800
5	59,000
6	55,104
7	52,820

AVERAGE ALL 63,133

DEANS (DIRECTORS):  
HEALTH PROFESSIONS

RANK	SALARY
1	90,736
2	84,160
3	82,800
4	74,720
5	66,000
6	52,000

AVERAGE ALL 75,069

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TABLE II (Continued)  
—ATLANTA REGION—

DEANS (DIRECTORS):  
HYPE ECONOMICS

RANK	SALARY
1	81,400
2	78,205
3	67,000
4	64,500
5	63,000
6	61,500
7	61,010
8	60,500
9	( 54,060)

AVERAGE ALL 65,686

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	( 83,271)
2	76,000
3	67,500
4	65,500

AVERAGE ALL 73,068

DEANS (DIRECTORS):  
JOURNALISM/  
COMMUNICATIONS

RANK	SALARY
1	76,000
2	71,625
3	68,500
4	62,500
5	62,000
6	51,500

AVERAGE ALL 65,388

DEANS (DIRECTORS):  
LAB

RANK	SALARY
1	97,000
2	96,700
3	95,000
4	93,650
5	89,000
6	84,028
7	81,000
8	80,000
9	77,275

RANK	SALARY
10	73,205
11	67,000

AVERAGE ALL 84,896

DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	83,500
2	83,804
3	61,315
4	56,056
5	56,000

AVERAGE ALL 64,135

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	72,000
2	67,000
3	60,500
4	53,604
5	50,995
6	48,000

AVERAGE ALL 58,683

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	145,530
2	134,375
3	109,190
4	104,566
5	102,682
6	95,450
7	95,450
8	94,875
9	94,000
10	91,522
11	61,051

AVERAGE ALL 102,608

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	70,500
2	68,216
3	60,868
4	56,165

AVERAGE ALL 64,447

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	83,874
2	79,044
3	77,000
4	72,890
5	71,900
6	69,463
7	66,700
8	67,000
9	65,667
10	64,000
11	62,700
12	61,605
13	59,867
14	58,500
15	56,500
16	58,308
17	56,067
18	52,008
19	47,100
20	44,612

AVERAGE ALL 64,040

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	89,500
2	79,500
3	78,931
4	76,000
5	65,000
6	63,100
7	62,732

AVERAGE ALL 73,538

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TABLE II (Continued)  
—ATLANTA REGION—

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	( 81,714)
2	86,587
3	88,000
4	88,000
5	90,000
6	99,880
AVERAGE ALL	82,364

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	92,100
2	74,500
3	85,636
4	85,000
5	84,500
6	59,770
7	54,000
8	53,604
AVERAGE ALL	66,139

DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL  
SCIENCES

RANK	SALARY
1	( 83,271)
2	80,500
3	72,600
4	69,000
AVERAGE ALL	76,343

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	88,950
2	82,200
3	80,474
4	73,920
5	72,700
AVERAGE ALL	79,649

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-nine participating universities from this region are as follows:

Ball State University  
Bowling Green State University  
Central Michigan University  
Cleveland State University  
Illinois State University  
Indiana State University  
Indiana University-Purdue University at Indianapolis  
Indiana University-Bloomington  
Kent State University  
Miami University  
Michigan State University  
Michigan Technological University  
Northern Illinois University  
Oakland University  
Ohio State University  
Ohio University  
Purdue University  
Southern Illinois University at Carbondale  
Southern Illinois University at Edwardsville  
University of Akron  
University of Cincinnati  
University of Illinois at Chicago  
University of Illinois at Urbana-Champaign  
University of Michigan  
University of Minnesota-Twin Cities  
University of Toledo  
University of Wisconsin at Madison  
University of Wisconsin at Milwaukee  
Western Michigan University

TABLE II (Continued)  
—CHICAGO REGION—

PRESIDENT OF A SYSTEM  
OF MULTI-CAPPLS  
INSTITUTIONS

RANK	SALARY
1	132,500
2	120,000
3	108,760
4	102,000
5	100,000
6	92,820
7	90,000

AVERAGE ALL 106,583

RANK	SALARY
10	75,000
11	74,844
12	74,808
13	( 74,532)
14	74,000
15	70,282
16	63,000
17	62,880
18	54,000

AVERAGE ALL 77,787

RANK	SALARY
22	52,441
23	51,480
24	50,575
25	49,300
26	48,700

AVERAGE ALL 63,001

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	117,000
2	104,100
3	102,000
4	102,000
5	100,000
6	100,000
7	99,800
8	95,000
9	95,000
10	95,000
11	93,000
12	91,972
13	85,000
14	84,000
15	83,928
16	83,000
17	82,000
18	80,250
19	80,000
20	78,120
21	78,120
22	78,012

AVERAGE ALL 91,241

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	99,600
2	( 96,000)
3	90,000
4	81,700
5	80,750
6	( 77,000)
7	77,000
8	75,500
9	75,000
10	( 74,532)
11	73,700
12	72,500

AVERAGE ALL 81,107

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	87,890
2	81,000
3	78,000
4	78,000
5	73,800
6	73,000
7	71,520
8	70,080
9	65,200
10	62,907
11	62,640
12	62,157
13	61,425
14	60,300
15	60,250
16	58,416
17	57,300
18	56,880
19	55,400
20	55,274
21	54,072

RANK	SALARY
1	65,838
2	55,374
3	49,100
4	48,222
5	47,300
6	46,125
7	46,037
8	46,032
9	45,000
10	44,500
11	43,000
12	42,960
13	42,800
14	42,627
15	42,400
16	41,800
17	41,167
18	39,700
19	39,500
20	37,300
21	36,700
22	34,000
23	33,915
24	32,610
25	31,697
26	( 28,200)
27	26,796
28	25,786

AVERAGE ALL 41,310

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	105,500
2	95,000
3	92,220
4	88,000
5	86,000
6	80,600
7	77,160
8	( 77,000)
9	75,336

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TABLE II (Continued)  
—CHICAGO REGION—

ACADEMIC OFFICERS:  
DIRECTOR OF COMPLETING  
SERVICES

RANK	SALARY
1	90,727
2	75,150
3	70,500
4	65,000
5	64,584
6	63,840
7	63,472
8	61,440
9	60,340
10	58,600
11	57,700
12	57,548
13	57,093
14	55,000
15	54,948
16	54,600
17	54,500
18	54,012
19	53,500
20	53,478
21	53,004
22	52,200
23	51,084
24	50,410
25	50,100
26	50,058
27	45,500

AVERAGE ALL 58,459

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS

RANK	SALARY
1	101,000
2	89,000
3	88,000
4	81,620
5	79,440
6	77,000
7	77,000
8	72,000
9	71,900
10	71,748
11	70,500
12	70,000
13	70,000
14	69,271
15	69,000
16	67,522
17	( 65,580 )
18	65,208
19	64,608
20	61,800

RANK	SALARY
21	( 60,420 )
22	60,000
23	55,200

AVERAGE ALL 72,079

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	77,600
2	62,280
3	61,000
4	55,080
5	55,042
6	( 54,687 )
7	54,000
8	53,700
9	53,500
10	52,200
11	51,761
12	51,400
13	50,159
14	48,900
15	48,500
16	46,704
17	45,456
18	45,000
19	44,148
20	44,100
21	42,144
22	41,472
23	39,140

AVERAGE ALL 51,225

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	( 72,000 )
2	60,800
3	56,000
4	55,922
5	50,040
6	39,220

AVERAGE ALL 55,664

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	68,700
2	65,100
3	58,000
4	57,700
5	( 54,887 )
6	52,320
7	45,800
8	40,891
9	38,640

AVERAGE ALL 53,560

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	58,000
2	54,590
3	54,500
4	53,616
5	50,500
6	44,300
7	42,600
8	42,072
9	39,300
10	38,948
11	38,400
12	38,304
13	38,061
14	37,840
15	37,825
16	37,500
17	36,691
18	36,228
19	34,450
20	34,164
21	33,050
22	31,100

AVERAGE ALL 41,475

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**TABLE II (Continued)**  
**—CHICAGO REGION—**

**BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER**

RANK	SALARY
1	83,500
2	68,918
3	( 67,600)
4	62,000
5	( 61,417)
6	56,830
7	56,600
8	55,000
9	( 54,687)
10	54,000
11	50,280
12	47,300
13	45,672
14	44,664
15	43,920
16	43,600
17	43,356
18	42,636
19	40,915
20	38,738
21	34,884
22	31,000
AVERAGE ALL 51,233	

**BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	81,240
2	76,000
3	72,695
4	( 67,000)
5	66,300
6	62,800
7	60,500
8	56,254
9	56,079
10	55,008
11	54,410
12	53,550
13	52,000
14	49,834
15	46,800
16	46,500
17	45,780
18	45,700
19	45,415
20	45,369
21	45,200
22	44,880
23	42,375
24	37,750
AVERAGE ALL 54,560	

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS(SERVICES)**

RANK	SALARY
1	83,200
2	82,700
3	82,000
4	77,000
5	76,560
6	74,500
7	73,500
8	70,543
9	70,000
10	69,700
11	69,300
12	69,200
13	68,688
14	68,350
15	63,300
16	( 62,796)
17	60,979
18	60,972
19	59,868
20	56,520
21	55,500
22	53,550
23	53,500
24	50,000
AVERAGE ALL 67,176	

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS**

RANK	SALARY
1	( 62,796)
2	60,000
3	57,500
4	56,500
5	53,146
6	51,720
7	50,793
8	50,200
9	49,450
10	48,500
11	48,340
12	48,200
13	47,500
14	46,300
15	44,653
16	43,783
17	42,374
18	40,032
AVERAGE ALL 50,099	

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

RANK	SALARY
1	78,584
2	67,800
3	52,596
4	46,935
5	46,900
6	42,550
7	42,500
8	40,657
9	38,500
10	36,840
11	36,228
12	32,958
13	30,300
14	29,285
15	29,213

AVERAGE ALL 43,456

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	67,410
2	61,237
3	58,637
4	56,500
5	55,766
6	54,120
7	52,550
8	52,070
9	50,640
10	49,780
11	49,104
12	49,083
13	48,672
14	48,000
15	48,000
16	47,712
17	47,032
18	46,279
19	45,750
20	45,450
21	45,439
22	42,705
23	42,400
24	42,312
25	41,000
26	40,600
27	39,348
28	38,858
29	32,583

AVERAGE ALL 48,243

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TABLE II (Continued)  
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	62,100
2	56,000
3	50,500
4	50,400
5	49,812
6	49,500
7	48,850
8	48,530
9	47,712
10	47,515
11	47,100
12	46,720
13	45,240
14	44,280
15	43,800
16	43,700
17	43,080
18	41,000
19	40,100
20	40,000
21	39,781
22	39,628
23	38,750
24	36,499
25	36,420

AVERAGE ALL 45,482

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	55,260
2	53,815
3	53,166
4	50,000
5	49,152
6	48,750
7	47,712
8	47,400
9	45,052
10	44,520
11	44,000
12	43,920
13	43,379
14	42,893
15	42,552
16	42,457
17	41,844
18	40,968
19	40,632
20	40,130
21	39,290
22	38,325
23	36,900

RANK	SALARY
24	36,826
25	36,472
26	35,471
27	31,800
28	30,100
29	29,475

AVERAGE ALL 42,492

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	67,900
2	60,749
3	58,100
4	56,880
5	54,200
6	51,700
7	51,180
8	50,992
9	50,500
10	( 50,240 )
11	49,584
12	49,500
13	49,140
14	45,967
15	44,600
16	43,680
17	41,855
18	39,928
19	39,850
20	38,007
21	37,720
22	36,500
23	35,620
24	35,250
25	34,813
26	34,157

AVERAGE ALL 46,485

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	93,617
2	86,700
3	78,020
4	75,000
5	72,600
6	72,360
7	68,961
8	68,600

RANK	SALARY
9	66,638
10	65,215
11	59,450
12	59,000
13	58,995
14	57,550
15	54,954
16	53,521
17	51,840
18	51,120
19	48,500
20	47,390
21	41,721
22	37,190

AVERAGE ALL 62,223

ADMINISTRATIVE OPERATIONS  
OFFICERS: EXECUTIVE  
VICE PRESIDENT

RANK	SALARY
1	( 67,500 )
2	( 66,000 )
3	79,222
4	( 60,420 )
5	55,400

AVERAGE ALL 77,708

ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT

RANK	SALARY
1	77,000
2	76,000
3	69,120
4	69,000
5	62,790
6	56,472
7	55,556

AVERAGE ALL 66,563

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TABLE II (Continued)  
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS  
OFFICERS: VICE PRES FOR  
PLANNING AND BUDGETING

RANK	SALARY
1	83,500
2	75,960
3	72,360
4	( 72,000)
5	63,700
6	( 61,417)
7	57,400
8	55,500

AVERAGE ALL 67,730

RANK	SALARY
12	47,600
13	44,700
14	44,700
15	42,800
16	42,800
17	37,450
18	37,420
19	32,230
20	30,750
21	28,472
22	24,000

AVERAGE ALL 45,786

RANK	SALARY
16	53,050
17	53,020
18	51,000
19	51,000
20	50,760
21	50,460
22	49,800
23	48,779
24	47,500
25	47,000
26	45,500
27	44,068
28	41,129

AVERAGE ALL 55,023

ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	95,000
2	76,400
3	74,518
4	64,584
5	64,456
6	64,000
7	62,408
8	54,100
9	53,900
10	53,800
11	52,000
12	50,482
13	48,550
14	44,803
15	42,000
16	41,952
17	39,628
18	39,200

AVERAGE ALL 56,932

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	67,500
2	57,500
3	55,000
4	54,080
5	53,500
6	52,240
7	49,500
8	48,875
9	48,000
10	47,960
11	43,250
12	40,980
13	38,862
14	37,300

AVERAGE ALL 49,611

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY

RANK	SALARY
1	54,400
2	51,000
3	49,000
4	47,880
5	46,823
6	46,585
7	45,000
8	44,000
9	43,360
10	43,220
11	42,400
12	41,500
13	41,434
14	41,060
15	40,159
16	39,636
17	39,300
18	39,000
19	37,440
20	37,250
21	36,481
22	36,000
23	35,196
24	27,700

AVERAGE ALL 41,910

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	66,600
2	60,500
3	59,000
4	58,000
5	52,900
6	51,600
7	51,000
8	50,000
9	49,080
10	48,816
11	48,000

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT

RANK	SALARY
1	69,600
2	67,400
3	65,940
4	65,320
5	64,800
6	64,440
7	61,500
8	61,380
9	58,200
10	58,176
11	55,350
12	55,000
13	54,000
14	53,813
15	53,228

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**TABLE II (Continued)**  
**—CHICAGO REGION—**

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	71,550
2	71,200
3	65,667
4	63,120
5	( 55,500)
6	54,272
7	( 53,496)
8	52,700
9	50,650
10	46,452
11	46,100
12	45,500
13	42,000
14	39,500
15	39,000

AVERAGE ALL 53,114

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
DEVELOPMENT**

RANK	SALARY
1	106,250
2	82,000
3	76,638
4	( 67,500)
5	63,000
6	61,300
7	49,912

AVERAGE ALL 72,371

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF UNIVERSITY  
RELATIONS**

RANK	SALARY
1	71,734
2	53,500
3	48,944
4	47,972
5	40,405

AVERAGE ALL 52,511

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS**

RANK	SALARY
1	76,000
2	65,400
3	63,300
4	58,050
5	54,889

AVERAGE ALL 63,528

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION**

RANK	SALARY
1	64,000
2	63,840
3	57,300
4	54,433
5	49,300
6	48,604
7	45,500
8	44,777
9	42,500
10	42,500
11	41,972
12	41,918
13	41,000
14	40,100
15	37,699
16	36,864
17	35,962
18	35,300
19	32,770
20	29,007

AVERAGE ALL 44,287

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND/OR INFORMATION**

RANK	SALARY
1	83,640
2	72,000
3	70,543
4	( 67,500)
5	63,850
6	61,824
7	59,000
8	57,500
9	47,500

AVERAGE ALL 64,617

**PUBLIC RELATIONS &  
DEVELOPMENT:  
DIRECTOR OF  
ALUMNI SERVICES**

RANK	SALARY
1	78,500
2	67,416
3	( 53,496)
4	52,500
5	50,592
6	47,300
7	46,980
8	41,000
9	39,900
10	39,204
11	37,000
12	35,700
13	35,109
14	34,972
15	34,600
16	32,860
17	31,800
18	31,000
19	20,000
20	26,700
21	26,366
22	25,464

AVERAGE ALL 40,748

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION**

RANK	SALARY
1	82,500
2	60,000
3	79,440
4	76,000

AVERAGE ALL 79,485

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**TABLE II (Continued)**  
**—CHICAGO REGION—**

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	95,400
2	88,500
3	83,607
4	83,000
5	80,000
6	72,000

AVERAGE ALL 83,751

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	76,000
2	68,900
3	68,640
4	66,495
5	66,396
6	62,900
7	61,269
8	57,000
9	53,300
10	52,737
11	51,000
12	50,000
13	48,055
14	48,000
15	46,724
16	45,100
17	45,000
18	41,551
19	41,267
20	41,220
21	41,000
22	39,660
23	35,616
24	29,575
25	26,800

AVERAGE ALL 50,584

**RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	( 65,580)
2	63,478
3	60,500
4	57,400
5	52,000
6	50,500

RANK	SALARY
7	47,496
8	47,460
9	45,715
10	45,200
11	44,352
12	43,300
13	41,622
14	40,850
15	40,100
16	39,653
17	36,288
18	26,650

AVERAGE ALL 47,119

**DEANS (DIRECTORS):  
AGRICULTURE**

RANK	SALARY
1	92,280
2	89,713
3	87,000
4	85,500
5	85,000
6	82,500
7	55,776

AVERAGE ALL 82,538

**DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN**

RANK	SALARY
1	76,416
2	76,000
3	72,450
4	62,493
5	60,400
6	43,200

AVERAGE ALL 65,160

**DEANS (DIRECTORS):  
ARTS AND SCIENCES**

RANK	SALARY
1	100,000
2	92,500
3	84,000
4	75,000
5	74,760

RANK	SALARY
6	74,047
7	73,368
8	70,429
9	70,300
10	69,457
11	69,400
12	68,900
13	67,300
14	66,173
15	65,216
16	65,100
17	64,000
18	61,712
19	60,000
20	59,825
21	58,968

AVERAGE ALL 71,003

**DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT**

RANK	SALARY
1	107,158
2	90,000
3	87,000
4	85,000
5	85,000
6	84,840
7	81,652
8	80,400
9	77,000
10	75,575
11	74,100
12	73,670
13	71,850
14	70,980
15	69,172
16	69,060
17	69,000
18	68,492
19	68,250
20	67,021
21	66,000
22	66,000
23	65,100
24	62,840
25	59,400
26	58,452
27	57,156

AVERAGE ALL 73,710

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TABLE II (Continued)  
—CHICAGO REGION—

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	27,000
2	78,218
3	72,000
4	66,100
5	65,556
6	65,300
7	65,000
8	64,250
9	62,505
10	62,500
11	62,500
12	62,472
13	62,100
14	61,600
15	59,575
16	58,994
17	58,740
18	56,334
19	54,600
20	53,925
21	37,800
AVERAGE ALL	62,732

DEANS (DIRECTORS):  
DENTISTRY

RANK	SALARY
1	106,180
2	86,000
3	61,000
4	73,956
AVERAGE ALL	86,784

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	( 85,000)
2	84,000
3	78,218
4	78,100
5	78,000
6	75,000
7	73,500
8	73,000
9	70,000
10	68,250
11	68,150
12	68,000

RANK	SALARY
13	67,650
14	66,500
15	65,247
16	63,989
17	63,888
18	63,800
19	63,713
20	63,400
21	62,484
22	61,196
23	60,738
24	57,948
25	57,072
26	57,000
27	54,225
AVERAGE ALL	67,706

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	100,500
2	99,000
3	99,000
4	92,500
5	66,500
6	86,040
7	83,649
8	82,286
9	82,000
10	79,000
11	72,896
12	72,800
13	71,850
14	71,822
15	69,500
16	66,000
17	61,800
AVERAGE ALL	60,773

AVERAGE ALL 60,773

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	74,520
2	74,500
3	69,750
4	61,100
5	66,000
6	65,208
7	62,900
8	61,600

RANK	SALARY
9	60,600
10	58,700
11	56,301
12	52,990
13	49,692
14	40,600
AVERAGE ALL	61,533

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	67,000
2	63,607
3	80,000
4	78,000
5	76,500
6	76,400
7	72,100
8	70,440
9	69,200
10	69,000
11	62,664
12	62,640
13	60,800
14	59,832
15	58,254
16	58,097
17	57,734
18	57,600
19	57,325
20	56,050
21	55,000
22	51,000
AVERAGE ALL	66,330

DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/  
RECREATION

RANK	SALARY
1	75,000
2	71,000
3	64,154
4	60,000
5	56,731
6	54,500
7	52,260
8	44,000
AVERAGE ALL	59,706

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**TABLE II (Continued)**  
**—CHICAGO REGION—**

**DEANS (DIRECTORS):**  
**HOME ECONOMICS**

RANK	SALARY
1	76,000
2	75,900
3	73,882
4	72,000
5	66,900

AVERAGE ALL 68,936

**DEANS (DIRECTORS):**  
**HUMANITIES**

RANK	SALARY
1	( 85,000)
2	69,360
3	48,540

AVERAGE ALL 67,533

**DEANS (DIRECTORS):**  
**JOURNALISM/**  
**COMMUNICATIONS**

RANK	SALARY
1	72,500
2	69,058
3	61,800
4	55,000
5	47,000

AVERAGE ALL 61,072

**DEANS (DIRECTORS):**  
**LAB**

RANK	SALARY
1	120,524
2	101,000
3	100,000
4	100,000
5	92,000
6	90,000
7	88,000
8	85,200
9	80,004
10	79,800
11	78,702
12	70,097
13	70,000

AVERAGE ALL 88,871

**DEANS (DIRECTORS):**  
**LIBERAL ARTS**

RANK	SALARY
1	90,000
2	80,000
3	67,399
4	61,740
5	55,000

AVERAGE ALL 70,828

**DEANS (DIRECTORS):**  
**LIBRARY SCIENCE**

RANK	SALARY
1	70,500
2	69,630
3	62,000
4	54,383
5	52,500
6	46,360

AVERAGE ALL 59,229

**DEANS (DIRECTORS):**  
**MEDICINE**

RANK	SALARY
1	136,000
2	135,000
3	115,000
4	104,352
5	96,768
6	93,600
7	92,500
8	89,000
9	79,695

AVERAGE ALL 104,657

**DEANS (DIRECTORS):**  
**MUSIC**

RANK	SALARY
1	78,000
2	77,000
3	69,380
4	61,760
5	54,101
6	43,000

AVERAGE ALL 63,674

**DEANS (DIRECTORS):**  
**NURSING**

RANK	SALARY
1	92,020
2	89,000
3	( 62,000)
4	80,000
5	78,027
6	76,000
7	72,000
8	70,320
9	65,156
10	63,626
11	63,150
12	59,748
13	55,900
14	53,000
15	50,860
16	34,400

AVERAGE ALL 67,825

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PAID 1985-86

**TABLE II (Continued)**  
**—CHICAGO REGION—**

**DEANS (DIRECTORS):**  
**PHARMACY**

RANK	SALARY
1	91,620
2	( 82,000)
3	81,500
4	79,680
5	78,750
6	78,000
7	78,000
8	59,608

**AVERAGE ALL 78,645**

**DEANS (DIRECTORS):**  
**SOCIAL WORK**

RANK	SALARY
1	90,950
2	76,700
3	73,000
4	70,000
5	69,360
6	58,740
7	58,518

**AVERAGE ALL 71,038**

**DEANS (DIRECTORS):**  
**SCIENCE/TECHNOLOGY**

RANK	SALARY
1	60,000
2	75,502
3	72,000
4	69,960
5	68,000
6	65,161
7	59,800
8	59,107
9	56,475
10	54,000
11	53,820
12	50,957
13	50,000

**AVERAGE ALL 62,680**

**DEANS (DIRECTORS):**  
**UNIVERSITY COLLEGE/  
GENERAL COLLEGE**

RANK	SALARY
1	71,500
2	62,040
3	61,900
4	56,150
5	52,342
6	50,572

**AVERAGE ALL 54,084**

**DEANS (DIRECTORS):**  
**VETERINARY MEDICINE**

RANK	SALARY
1	94,071
2	81,000
3	80,000
4	80,000
5	77,040
6	72,100

**AVERAGE ALL 80,702**

**DEANS (DIRECTORS):**  
**SOCIAL AND BEHAVIORAL  
SCIENCES**

RANK	SALARY
1	( 65,000)
2	73,882
3	72,600
4	50,568

**AVERAGE ALL 70,513**

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-five participating universities from this region are as follows:

East Texas State University  
Lamar University  
Louisiana State University  
Louisiana Tech University  
New Mexico Institute of Mining and Technology  
New Mexico State University  
North Texas State University  
Northeast Louisiana University  
Northwest State University of Louisiana  
Oklahoma State University  
Sam Houston State University  
Stephen F. Austin State University  
Texas A & I University  
Texas A & M University  
Texas Southern University  
Texas Tech University  
University of Arkansas  
University of Houston  
University of New Mexico  
University of Oklahoma  
University of Southwestern Louisiana  
University of Texas at Arlington  
University of Texas at Austin  
University of Texas at Dallas  
University of Texas at El Paso

TABLE II (Continued)  
—DALLAS REGION—

PRESIDENT OF A SYSTEM  
OF MULTI-CAMPUS  
INSTITUTIONS

RANK	SALARY
1	106,090
2	92,000
3	84,996
4	84,750

AVERAGE ALL 91,959

RANK	SALARY
13	64,200
14	63,700
15	63,264
16	63,000
17	61,692
18	60,683
19	55,850
20	55,000
21	49,802

AVERAGE ALL 70,892

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	141,250
2	135,660
3	130,000
4	120,833
5	97,350
6	94,150
7	91,745
8	90,650
9	90,125
10	90,000
11	89,230
12	86,300
13	86,300
14	82,405
15	75,000
16	72,764
17	71,335
18	71,335
19	71,335
20	71,335
21	58,000

AVERAGE ALL 91,291

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	(106,080)
2	( 92,700)
3	83,724
4	81,115
5	80,760
6	( 80,000)
7	79,500
8	74,000
9	72,100
10	66,000
11	( 67,567)
12	66,000

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	(117,000)
2	(106,080)
3	( 92,700)
4	( 80,000)
5	79,100
6	70,486
7	( 67,567)

AVERAGE ALL 87,562

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	68,751
2	63,000
3	( 62,950)
4	61,500
5	61,000
6	60,192
7	59,844
8	59,225
9	58,440
10	56,484
11	56,200
12	54,050
13	54,000
14	53,400
15	53,148
16	48,125
17	47,592
18	47,021
19	46,452
20	45,376
21	45,168
22	41,000
23	39,655
24	34,379

RANK	SALARY
25	27,416
AVERAGE ALL	52,175

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

RANK	SALARY
1	56,268*
2	54,849
3	48,300
4	( 43,700)
5	43,020
6	41,820
7	39,917
8	39,850
9	39,600
10	35,543
11	32,700
12	32,000
13	30,207
14	28,000

AVERAGE ALL 40,412

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)  
—DALLAS REGION—

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	75,000
2	( 62,950)
3	61,936
4	61,068
5	57,000
6	56,512
7	54,204
8	53,615
9	53,071
10	51,000
11	50,923
12	49,500
13	49,500
14	48,597
15	48,534
16	47,436
17	47,353
18	46,620
19	46,285
20	44,373
21	( 43,700)
22	42,968
23	39,716
24	38,616
AVERAGE ALL	51,270

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS

RANK	SALARY
1	89,129
2	87,550
3	85,488
4	76,950
5	68,604
6	( 68,476)
7	67,333
8	67,000
9	66,522
10	64,680
11	64,398
12	63,264
13	( 63,200)
14	63,000
15	61,200
16	( 60,000)
17	59,580
18	59,568
19	( 59,000)
20	57,700
21	56,200
22	54,600
23	53,560

RANK	SALARY
24	48,700
AVERAGE ALL	65,233

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	( 63,200)
2	60,000
3	( 60,000)
4	59,400
5	50,530
6	49,965
7	49,767
8	48,000
9	46,752
10	44,496
11	43,600
12	41,143
13	41,045
14	40,338
15	40,000
16	32,736
17	20,416
AVERAGE ALL	47,140

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	( 68,406)
2	56,175
3	41,300
4	40,000
5	37,000
6	36,050
7	35,416
AVERAGE ALL	44,907

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	63,600
2	53,136
3	47,041
4	46,000
5	44,975

RANK	SALARY
6	44,504
7	41,705
8	39,116
9	36,628
10	37,920
11	37,035
12	35,534
AVERAGE ALL	44,100

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	50,036
2	48,996
3	45,600
4	43,750
5	40,468
6	38,764
7	26,500
8	37,752
9	37,389
10	36,071
11	35,962
12	35,934
13	33,800
14	32,964
15	31,828
16	29,870
17	29,000
18	19,992
AVERAGE ALL	37,039

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	59,700
2	55,920
3	54,200
4	53,136
5	52,406
6	48,888
7	44,520
8	42,230
9	40,473
10	39,775
11	39,000
12	37,600
13	37,389
14	35,000
15	33,990
AVERAGE ALL	44,948

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)  
—DALLAS REGION—

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	50,400
2	48,900
3	48,042
4	46,341
5	45,838
6	45,675
7	45,005
8	45,000
9	43,044
10	42,432
11	40,332
12	39,668
13	39,000
14	38,617
15	37,992
16	37,800
17	37,000
18	36,565
19	36,050
20	35,178
21	32,740
22	31,828
23	31,557
24	29,725
25	26,149
AVERAGE ALL	39,635

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS(SERVICES)

RANK	SALARY
1	78,280
2	73,635
3	72,900
4	69,525
5	68,604
6	68,160
7	66,510
8	63,463
9	63,379
10	60,480
11	59,582
12	59,568
13	58,822
14	58,200
15	57,845
16	57,000
17	55,000
18	47,700
19	45,000
20	43,600
AVERAGE ALL	61,363

STUDENT AFFAIRS OFFICERS:  
DC OF STUDENT AFFAIRS

RANK	SALARY
1	62,818
2	56,676
3	55,680
4	51,996
5	49,440
6	49,114
7	43,350
8	43,000
9	42,697
10	42,168
11	42,111
12	42,000
13	41,000
14	39,551
15	35,919
16	35,808
17	34,008
18	33,800

AVERAGE ALL 44,285

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS

RANK	SALARY
1	45,500
2	44,566
3	40,866
4	39,000
5	39,000
6	35,930
7	33,564
8	29,733
9	26,302

AVERAGE ALL 37,163

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	57,800
2	54,590
3	52,970
4	46,300
5	43,775
6	43,240
7	42,840
8	42,348
9	42,012
10	42,000

RANK	SALARY
11	41,700
12	( 41,189)
13	40,033
14	40,000
15	37,700
16	35,601
17	35,592
18	33,234
19	31,720
20	31,200
21	29,916
22	28,149
23	24,387

AVERAGE ALL 39,926

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	57,361
2	50,000
3	47,401
4	47,379
5	47,133
6	44,004
7	44,000
8	43,801
9	42,610
10	41,796
11	( 41,189)
12	39,652
13	39,408
14	38,874
15	38,000
16	37,951
17	37,800
18	37,755
19	36,000
20	35,975
21	34,416
22	34,208
23	27,442
24	25,176

AVERAGE ALL 40,389

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86



**TABLE II (Continued)**  
**—DALLAS REGION—**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

RANK	SALARY
1	47,196
2	46,750
3	45,500
4	45,392
5	42,700
6	41,000
7	40,056
8	40,000
9	39,200
10	38,456
11	37,200
12	37,078
13	36,975
14	33,273
15	32,978
16	32,416
17	32,098
18	31,848
19	31,362
20	31,236
21	31,184
22	30,900
23	29,364
24	27,983
25	26,239
AVERAGE ALL	36,335

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

RANK	SALARY
1	57,800
2	49,008
3	( 47,412 )
4	46,656
5	45,526
6	44,000
7	39,010
8	39,000
9	38,718
10	36,206
11	35,000
12	34,615
13	33,436
14	33,240
15	32,960
16	30,323
17	29,705
18	29,279
19	28,826
20	28,094
21	26,471
22	26,280

RANK	SALARY
23	25,000
AVERAGE ALL	36,372

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

RANK	SALARY
1	79,300
2	70,000
3	64,020
4	63,654
5	63,500
6	62,220
7	61,361
8	60,069
9	60,045
10	57,800
11	55,000
12	53,045
13	50,295
14	47,500
15	44,000
16	28,008
17	27,810
18	27,660
19	24,768
AVERAGE ALL	52,634

AVERAGE ALL 52,634

**ADMINISTRATIVE OPERATIONS  
OFFICERS: EXECUTIVE  
VICE PRESIDENT**

RANK	SALARY
1	(117,000)
2	75,000
3	70,087
4	61,405
5	( 59,000 )
6	55,454
AVERAGE ALL	72,991

AVERAGE ALL 72,991

**ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT**

RANK	SALARY
1	62,000
2	75,100
3	70,400
4	66,406

RANK	SALARY
5	66,449
6	66,000
7	64,632
8	( 59,000 )
9	58,995
10	58,200

AVERAGE ALL 66,918

**ADMINISTRATIVE OPERATIONS  
OFFICERS: VICE PRES FOR  
PLANNING AND BUDGETING**

RANK	SALARY
1	( 68,810 )
2	62,811
3	56,950
4	58,350

AVERAGE ALL 62,230

**ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	75,100
2	65,160
3	65,000
4	60,270
5	56,272
6	50,000
7	44,060
8	34,500

AVERAGE ALL 56,545

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)  
—DALLAS REGION—

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	60,000
2	56,893
3	52,800
4	52,368
5	50,074
6	48,048
7	47,700
8	46,200
9	43,359
10	41,200
11	38,004
12	36,720
13	36,200
14	35,000

AVERAGE ALL 46,183

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	50,800
2	50,280
3	50,268
4	47,508
5	46,512
6	45,574
7	35,000
8	34,874
9	33,651

AVERAGE ALL 43,830

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT

RANK	SALARY
1	65,397
2	60,900
3	58,800
4	57,000
5	51,500
6	49,827
7	48,948
8	46,650
9	46,125
10	45,500
11	44,300
12	43,575
13	43,215
14	42,240

RANK	SALARY
15	42,230
16	40,866
17	38,007
18	37,700
19	37,176
20	37,104
21	36,000
22	34,957
23	30,384
24	29,718

AVERAGE ALL 44,505

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY

RANK	SALARY
1	49,800
2	47,000
3	46,980
4	42,508
5	40,956
6	38,625
7	38,010
8	37,648
9	37,518
10	37,493
11	36,340
12	35,678
13	35,064
14	34,616
15	34,000
16	33,864
17	33,100
18	32,022
19	29,652
20	28,766

AVERAGE ALL 37,482

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	78,696
2	( 75,800)
3	62,700
4	58,995

AVERAGE ALL 69,048

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	53,795
2	52,560
3	46,823
4	45,390
5	45,000
6	43,728
7	43,250
8	40,751
9	40,560
10	40,368
11	40,188
12	39,000
13	37,349
14	35,500
15	34,000
16	33,964
17	30,960
18	30,576
19	29,800
20	24,416
21	22,850

AVERAGE ALL 38,611

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS

RANK	SALARY
1	( 75,800)
2	( 72,100)
3	68,406
4	52,092

AVERAGE ALL 67,100

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)  
—DALLAS REGION—

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
DEVELOPMENT

RANK	SALARY
1	61,428
2	79,161
3	( 75,800)
4	( 72,100)
5	( 68,810)
6	68,400
7	65,760
8	59,568
9	56,650
10	55,000

AVERAGE ALL 68,266

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	61,000
2	60,500
3	53,040
4	50,470
5	( 50,393)
6	( 47,880)
7	( 47,318)
8	44,216
9	44,116
10	43,436
11	39,120
12	38,883
13	38,500
14	35,800
15	33,475
16	30,979

AVERAGE ALL 44,939

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	( 50,393)
2	( 47,880)
3	( 47,318)
4	45,900
5	43,279
6	43,000
7	38,349
8	35,766
9	33,200
10	32,754
11	32,445

RANK	SALARY
12	29,303
13	26,200
14	26,200
15	24,675
16	21,613

AVERAGE ALL 36,267

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION

RANK	SALARY
1	83,200
2	70,147
3	65,436

AVERAGE ALL 72,926

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	85,825
2	70,248
3	70,380
4	61,800

AVERAGE ALL 74,063

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
AND GRADUATE DEAN

RANK	SALARY
1	85,280
2	65,000
3	63,300

AVERAGE ALL 71,193

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	77,700
2	69,000
3	63,800
4	58,697

RANK	SALARY
5	57,400
6	57,000
7	53,694
8	52,961
9	41,600
10	39,600
11	38,000
12	36,400
13	36,225
14	32,500
15	32,360
16	30,846

AVERAGE ALL 48,624

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	62,811
2	47,028
3	46,869
4	44,780
5	43,680
6	43,200
7	42,986
8	42,798
9	40,700
10	39,668
11	39,000
12	38,602
13	38,200
14	38,000
15	34,158
16	31,932
17	28,973

AVERAGE ALL 41,363

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	83,160
2	78,696
3	75,433
4	69,958
5	65,000
6	63,164
7	62,700
8	50,328

AVERAGE ALL 66,555

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)  
—DALLAS REGION—

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	66,000
2	65,520
3	64,800
4	64,800
5	64,656
6	63,000
7	62,920
8	57,771
9	48,200

AVERAGE ALL 64,785

RANK	SALARY
14	63,350
15	59,960
16	58,383
17	58,008
18	57,809
19	57,608
20	55,479
21	54,000
22	51,803
23	51,500
24	45,200

AVERAGE ALL 64,778

RANK	SALARY
7	62,750
8	62,700
9	62,000
10	59,662
11	59,500
12	59,426
13	58,491
14	58,383
15	58,008
16	57,809
17	53,000
18	52,772
19	51,500
20	50,400
21	44,533
22	42,200

AVERAGE ALL 60,613

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	68,406
2	68,004
3	68,000
4	66,930
5	65,800
6	65,000
7	63,500
8	60,023
9	58,383
10	58,008
11	57,809
12	57,608
13	54,000
14	49,300
15	42,111

AVERAGE ALL 60,192

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	64,680
2	63,920
3	63,031
4	61,000
5	57,809
6	52,024
7	48,960
8	46,350
9	41,640
10	35,020

AVERAGE ALL 53,443

DEANS (DIRECTORS):  
EARTH SCIENCES/  
NATURAL RESOURCES

RANK	SALARY
1	68,000
2	75,000
3	52,201

AVERAGE ALL 71,734

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	119,800
2	100,000
3	94,000
4	92,700
5	61,000
6	76,200
7	75,026
8	70,776
9	70,000
10	62,600
11	61,550
12	61,200
13	60,181
14	57,608
15	55,328

AVERAGE ALL 75,865

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	82,800
2	82,333
3	77,250
4	76,348
5	75,200
6	73,000
7	71,200
8	71,148
9	68,406
10	68,000
11	65,503
12	65,000
13	63,370

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	83,940
2	78,000
3	77,000
4	69,000
5	68,400
6	64,000

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	83,500
2	80,000
3	59,000
4	58,383
5	52,450
6	46,125
7	45,000

AVERAGE ALL 60,623

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)  
—DALLAS REGION—

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	77,700
2	74,160
3	71,200
4	70,000
5	65,700
6	62,920
7	62,100
8	61,627
9	59,969
10	57,809
11	57,200
12	56,400
13	56,239
14	54,707
15	54,197
16	51,000
17	50,664
18	47,267
19	46,203
20	42,111
AVERAGE ALL	58,959

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	114,500
2	102,000
3	90,000
4	75,000
5	73,725
6	65,920
7	65,500
AVERAGE ALL	83,806

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	69,690
2	57,925
3	52,500
4	31,274
AVERAGE ALL	52,837

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	80,000
2	65,462
3	65,200
4	63,020
5	52,800
6	51,472
7	43,111
AVERAGE ALL	60,155

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	69,640
2	65,700
3	51,550
4	50,692
5	48,550
6	34,000
AVERAGE ALL	53,356

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	67,000
2	55,612
3	50,700
AVERAGE ALL	57,773

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	95,000
2	77,000
3	76,220
4	57,100
5	57,084
6	51,660
AVERAGE ALL	69,011

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	116,940
2	99,500
3	66,700

AVERAGE ALL 101,047

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	( 83,500)
2	( 76,200)
3	51,100
AVERAGE ALL	70,267

UNIVERSITY OF ARKANSAS  
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PAID 1985-86

TABLE II (Continued)  
—DALLAS REGION—

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	55,000
2	68,140
3	( 79,500)
4	74,000
5	69,306
6	66,000
7	63,200
8	54,688
9	52,185
10	51,500

AVERAGE ALL 69,352

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	79,500
2	71,400
3	63,000
4	55,200

AVERAGE ALL 67,275

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	84,000
2	61,000
3	56,936
4	55,000
5	44,350
6	40,190
7	33,442

AVERAGE ALL 53,560

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	80,460
2	75,500
3	73,200

AVERAGE ALL 76,387

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fifteen participating universities from this region are as follows:

Colorado School of Mines  
Colorado State University  
Montana State University  
North Dakota State University  
South Dakota School of Mines and Technology  
South Dakota State University  
University of Colorado at Boulder  
University of Colorado at Denver  
University of Montana  
University of North Dakota  
University of Northern Colorado  
University of South Dakota  
University of Utah  
University of Wyoming  
Utah State University

TABLE II (Continued)  
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	101,000
2	99,567
3	90,000
4	89,804
5	85,800
6	83,000
7	79,212
8	78,750
9	75,144
10	75,135
11	70,700
12	70,700
13	68,000
14	64,512
15	62,400

AVERAGE ALL 79,582

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	85,300
2	83,330
3	80,300
4	74,544
5	70,550
6	68,500
7	68,500
8	67,700
9	67,000
10	62,040
11	61,509
12	54,000
13	52,402
14	50,000

AVERAGE ALL 67,548

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	66,000
2	60,000
3	59,400
4	54,500
5	53,527
6	53,000
7	50,055
8	48,300

RANK	SALARY
9	47,800
10	47,000
11	47,000
12	44,153
13	36,662

AVERAGE ALL 51,338

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

RANK	SALARY
1	47,800
2	36,348
3	34,000
4	34,000
5	33,000
6	30,556
7	30,400
8	28,024
9	27,800
10	21,252

AVERAGE ALL 32,318

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	69,000
2	64,100
3	60,000
4	58,891
5	50,674
6	50,666
7	48,500
8	47,400
9	44,164
10	43,440
11	42,900
12	42,564
13	41,412
14	35,625

AVERAGE ALL 49,953

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS

RANK	SALARY
1	71,928
2	66,400
3	66,000
4	65,000
5	65,000
6	62,555
7	62,500
8	61,000
9	60,200
10	51,250
11	46,643

AVERAGE ALL 61,680

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	56,350
2	54,075
3	52,055
4	49,700
5	48,700
6	48,312
7	48,272
8	45,550
9	40,690
10	37,248
11	35,991
12	35,931

AVERAGE ALL 46,023

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86



**TABLE II (Continued)**  
**—DENVER REGION—**

**BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	52,500
2	34,400
3	33,500
4	24,499

AVERAGE ALL 36,225

**BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR**

RANK	SALARY
1	42,200
2	39,500
3	36,000
4	34,968
5	29,500
6	27,102
7	25,800
8	19,100

AVERAGE ALL 31,771

**BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER**

RANK	SALARY
1	60,912
2	60,750
3	53,400
4	52,400
5	51,000
6	47,902
7	44,527
8	44,400
9	41,000
10	40,000
11	36,845
12	17,855

AVERAGE ALL 45,916

**BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	51,000
2	49,250

RANK	SALARY
3	48,500
4	47,902
5	47,300
6	44,064
7	43,200
8	36,845
9	35,120
10	33,700
11	33,200
12	31,997
13	26,600
14	26,047

AVERAGE ALL 39,623

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS(SERVICES)**

RANK	SALARY
1	70,000
2	49,000
3	59,000
4	58,250
5	58,224
6	57,000
7	56,000
8	54,750
9	50,154

AVERAGE ALL 55,309

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS**

RANK	SALARY
1	55,000
2	51,000
3	45,658
4	41,316
5	37,500
6	36,500
7	36,375
8	35,000

AVERAGE ALL 42,294

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

RANK	SALARY
1	40,656
2	33,000
3	30,800

AVERAGE ALL 34,819

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	49,300
2	44,400
3	42,506
4	42,225
5	40,800
6	39,900
7	38,856
8	37,026
9	35,900
10	35,627
11	35,000
12	34,130
13	31,360
14	( 28,242)
15	27,313

AVERAGE ALL 37,506

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)  
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	47,450
2	45,736
3	43,800
4	43,559
5	41,484
6	41,300
7	40,000
8	39,300
9	39,135
10	37,657
11	35,867
12	35,650
13	30,000
14	( 28,242)
15	24,000

AVERAGE ALL 38,212

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	44,300
2	44,025
3	40,515
4	38,800
5	28,316
6	36,375
7	36,000
8	35,320
9	34,000
10	32,000
11	31,055
12	30,958
13	26,739
14	20,000

AVERAGE ALL 34,892

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	55,850
2	48,100
3	44,420
4	44,420
5	42,517
6	40,993
7	39,500
8	36,816

RANK	SALARY
9	36,348
10	34,000
11	32,248
12	32,000
13	30,000
14	29,992
15	17,706

AVERAGE ALL 37,927

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	82,536
2	74,891
3	66,800
4	59,784
5	59,281
6	56,500
7	53,080
8	49,610
9	42,570
10	34,723
11	28,238

AVERAGE ALL 55,274

ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT

RANK	SALARY
1	78,650
2	73,500
3	59,000
4	51,460
5	50,000

AVERAGE ALL 62,522

ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	60,012
2	47,600
3	45,434
4	39,781

AVERAGE ALL 48,207

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	75,000
2	56,000
3	49,391
4	47,500
5	41,543
6	39,650
7	35,700
8	31,531
9	31,200
10	20,500

AVERAGE ALL 42,802

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	60,750
2	56,000
3	53,112
4	41,663
5	31,570

AVERAGE ALL 48,619

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT

RANK	SALARY
1	56,100
2	56,000
3	50,000
4	48,504
5	47,400
6	44,680
7	44,200
8	44,175
9	41,789
10	39,266
11	36,950
12	31,400

AVERAGE ALL 45,039

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

**TABLE II (Continued)**  
**—DENVER REGION—**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY**

RANK	SALARY
1	51,868
2	49,300
3	39,648
4	31,408
5	27,500
6	24,056
7	23,526
AVERAGE ALL 35,332	

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES**

RANK	SALARY
1	50,723
2	50,350
3	45,100
4	38,060
5	34,524
6	32,000
7	31,989
8	21,516
9	29,596
AVERAGE ALL 38,206	

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	54,477
2	49,300
3	48,900
4	46,500
5	48,300
6	46,875
7	44,050
8	32,300
AVERAGE ALL 46,588	

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION**

RANK	SALARY
1	50,668
2	47,000
3	45,500
4	42,500
5	42,276
6	36,000
7	31,500
8	( 28,329)
9	27,000
10	23,400
AVERAGE ALL 37,717	

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION**

RANK	SALARY
1	70,900
2	63,700
3	63,000
4	58,716
5	49,400
AVERAGE ALL 61,143	

**RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	50,000
2	49,300
3	46,100
4	37,860
5	36,725
6	31,568
7	28,657
8	21,100
AVERAGE ALL 37,914	

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS**

RANK	SALARY
1	80,025
2	64,400
3	58,500
4	52,171
AVERAGE ALL 63,774	

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	80,700
2	72,130
3	66,600
4	60,400
5	50,182
6	44,676
AVERAGE ALL 62,448	

**DEANS (DIRECTORS):  
AGRICULTURE**

RANK	SALARY
1	70,700
2	68,400
3	67,416
4	64,000
5	59,380
6	53,400
AVERAGE ALL 63,883	

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	64,020
2	59,000
3	55,300
4	49,500
5	45,250
6	33,648
AVERAGE ALL 51,120	

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
AND GRADUATE DEAN**

RANK	SALARY
1	74,544
2	70,000
3	56,000
AVERAGE ALL 67,515	

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)  
—DENVER REGION—

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	67,600
2	55,000
3	51,100
4	49,269

AVERAGE ALL 55,742

RANK	SALARY
5	47,400
6	45,000
7	44,554
8	42,123
9	41,943
10	36,975
11	35,572

AVERAGE ALL 47,810

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	63,927
2	51,600
3	48,742
4	45,500

AVERAGE ALL 52,442

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	50,000
2	48,700
3	46,000
4	36,584
5	36,200
6	35,091
7	32,526
8	30,155
9	43,690

AVERAGE ALL 38,105

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	74,618
2	68,700
3	65,000
4	62,652
5	62,000
6	57,498
7	55,000
8	54,000
9	52,320
10	51,500
11	50,985
12	44,802

AVERAGE ALL 58,256

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	76,000
2	64,500
3	64,500
4	63,500
5	56,004
6	57,624
7	56,000
8	53,371
9	52,410
10	49,300
11	48,300
12	46,954

AVERAGE ALL 57,639

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	77,494
2	72,000
3	68,700
4	67,400
5	64,600
6	63,400
7	57,414
8	57,160
9	54,000
10	52,486

AVERAGE ALL 63,466

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	50,000
2	65,500
3	81,333
4	71,004
5	67,200
6	63,300
7	62,400
8	60,066
9	59,440
10	58,663
11	52,402

AVERAGE ALL 68,273

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	63,100
2	56,000
3	55,000
4	41,640

AVERAGE ALL 53,935

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	80,800
2	53,124
3	50,000
4	48,422

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)  
—DENVER REGION—

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	72,000
2	64,900
3	57,200
4	56,000

AVERAGE ALL 62,525

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	72,300
2	55,000
3	50,660

AVERAGE ALL 55,587

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	111,733
2	85,700
3	71,004
4	70,612
5	61,000
6	57,411

AVERAGE ALL 76,243

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	69,725
2	64,536
3	56,340
4	( 55,491)
5	53,500

AVERAGE ALL 59,918

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	107,568
2	55,135
3	85,360

AVERAGE ALL 96,021

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	61,000
2	62,000
3	59,400
4	51,095
5	43,927

AVERAGE ALL 59,484

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The thirteen participating universities from this region are as follows:

Central Missouri State University  
Iowa State University of Science and Technology  
Kansas State University  
University of Iowa  
University of Kansas  
University of Missouri - Columbia  
University of Missouri - Kansas City  
University of Missouri - Rolla  
University of Missouri - St. Louis  
University of Nebraska - Lincoln  
University of Nebraska at Omaha  
University of Northern Iowa  
Wichita State University

**TABLE II (Continued)**  
**—KANSAS CITY REGION—**

**PRESIDENT OF A SINGLE UNIT  
INSTITUTION**

RANK	SALARY
1	100,000
2	100,000
3	92,000
4	66,525
5	62,200
6	61,500
7	61,000
8	60,600
9	78,000
10	77,600
11	73,000
12	65,000

AVERAGE ALL 83,019

**ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM**

RANK	SALARY
1	56,508
2	43,750
3	43,706
4	41,000
5	39,400
6	39,303
7	38,500
8	36,000
9	31,600
10	30,289

AVERAGE ALL 40,006

**BUSINESS OR FISCAL OFFICERS:  
CONTROLLER**

RANK	SALARY
1	56,850
2	54,000
3	52,500
4	51,820
5	50,000
6	49,000
7	46,072
8	39,600
9	38,900
10	38,800

AVERAGE ALL 47,955

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	87,200
2	66,700
3	78,200
4	74,700
5	74,200
6	73,800
7	70,350
8	65,800
9	65,750
10	61,987
11	57,000

AVERAGE ALL 72,335

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

RANK	SALARY
1	63,516
2	61,700
3	61,700
4	61,000
5	55,000
6	55,000
7	53,000
8	49,000
9	43,100
10	42,400
11	41,350
12	38,950
13	37,344

AVERAGE ALL 50,951

**BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	60,000
2	52,000
3	41,100
4	29,744

AVERAGE ALL 45,711

**ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES**

RANK	SALARY
1	66,600
2	65,280
3	62,500
4	62,500
5	60,312
6	58,400
7	58,520
8	54,000
9	52,500
10	52,200
11	48,250
12	45,210
13	44,656

AVERAGE ALL 56,210

**BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

RANK	SALARY
1	83,900
2	76,850
3	76,500
4	73,656
5	73,000
6	70,000
7	67,200
8	63,200
9	61,500
10	60,500
11	58,600
12	56,411

AVERAGE ALL 66,443

**BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR**

RANK	SALARY
1	46,700
2	37,944
3	37,300
4	32,100
5	30,224

AVERAGE ALL 36,854

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TABLE II (Continued)  
—KANSAS CITY REGION—

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	49,368
2	49,150
3	49,000
4	43,020
5	39,300
6	38,500
7	36,283
8	33,900
9	33,540
10	33,400

AVERAGE ALL 40,546

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	59,700
2	50,000
3	46,800
4	46,700
5	46,500
6	46,321

AVERAGE ALL 50,337

RANK	SALARY
6	42,942
7	( 41,650)
8	41,483
9	41,150
10	38,868
11	38,232
12	36,200
13	32,300

AVERAGE ALL 42,482

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	51,610
2	48,400
3	44,035
4	43,752
5	43,550
6	41,700
7	39,337
8	36,300
9	36,000
10	36,000
11	34,345

AVERAGE ALL 41,366

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS

RANK	SALARY
1	42,525
2	40,900
3	37,100
4	25,195

AVERAGE ALL 37,181

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	54,233
2	( 52,780)
3	44,500
4	42,024
5	( 41,650)
6	41,365
7	38,550
8	38,000
9	35,000
10	33,353
11	33,230

AVERAGE ALL 41,331

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	50,100
2	44,900
3	41,300
4	41,244
5	40,075
6	39,556
7	37,589
8	35,875
9	34,800
10	33,650
11	33,200
12	31,880
13	26,724

AVERAGE ALL 37,761

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS(SERVICES)

RANK	SALARY
1	80,000
2	72,250
3	70,008
4	67,530
5	60,200
6	54,500
7	61,200
8	61,100
9	58,950
10	56,600
11	54,124
12	50,900

AVERAGE ALL 63,614

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	( 52,780)
2	48,430
3	47,000
4	46,135
5	45,100

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	60,180
2	53,500
3	46,000
4	45,732
5	45,475
6	43,000
7	42,900
8	42,093
9	39,700
10	31,800

AVERAGE ALL 45,036

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TABLE II (Continued)  
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	83,790
2	81,400
3	74,664
4	73,492
5	68,544
6	58,369
7	49,700
8	29,000
9	22,407

AVERAGE ALL 60,152

RANK	SALARY
5	50,880
6	50,800
7	49,500
8	48,750
9	45,760
10	42,000
11	42,000
12	41,705

AVERAGE ALL 50,018

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF UNIVERSITY  
RELATIONS

RANK	SALARY
1	56,200
2	54,744
3	53,500
4	51,300
5	47,400

AVERAGE ALL 52,629

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	55,656
2	48,648
3	42,330
4	41,894
5	33,750
6	32,658
7	29,150
8	24,100

AVERAGE ALL 38,523

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY

RANK	SALARY
1	41,500
2	40,710
3	36,163
4	31,647
5	30,660
6	28,656
7	25,300

AVERAGE ALL 33,522

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	75,480
2	70,000
3	55,000

AVERAGE ALL 66,827

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	74,800
2	56,350
3	51,000
4	51,000
5	47,000
6	42,000
7	35,000
8	26,834

AVERAGE ALL 47,998

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	58,000
2	50,290
3	45,150
4	45,000
5	39,600

AVERAGE ALL 47,608

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	60,250
2	56,100
3	46,950
4	44,387
5	41,000
6	40,000
7	39,448
8	22,500

AVERAGE ALL 43,829

PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	56,496
2	50,336
3	49,500
4	44,000
5	28,500
6	27,950
7	27,500
8	27,500

AVERAGE ALL 38,973

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT

RANK	SALARY
1	60,800
2	60,588
3	55,000
4	52,430

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS

RANK	SALARY
1	58,000
2	54,500
3	52,750
4	39,000

AVERAGE ALL 51,063

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**TABLE II (Continued)**  
**—KANSAS CITY REGION—**

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
AND GRADUATE DEAN**

RANK	SALARY
1	( 84,000)
2	82,110
3	68,500
AVERAGE ALL 78,203	

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	53,000
2	51,030
3	44,580
4	35,976
5	33,318
6	27,021
7	25,200
AVERAGE ALL 38,589	

**RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	65,616
2	56,825
3	51,475
4	48,600
5	41,500
6	39,220
7	32,801
8	24,650
AVERAGE ALL 45,086	

**DEANS (DIRECTORS):  
AGRICULTURE**

RANK	SALARY
1	82,008
2	78,750
3	75,200
4	68,500
AVERAGE ALL 76,135	

**DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN**

RANK	SALARY
1	70,116
2	68,000
3	62,000
4	61,200
AVERAGE ALL 65,329	

**DEANS (DIRECTORS):  
ARTS AND SCIENCES**

RANK	SALARY
1	81,900
2	78,750
3	75,200
4	73,650
5	72,000
6	70,320
7	64,700
8	62,500
9	61,800
10	61,190
11	48,567
AVERAGE ALL 65,289	

**DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT**

RANK	SALARY
1	87,000
2	78,725
3	72,000
4	70,400
5	69,648
6	69,010
7	66,147
8	65,340
9	63,550
10	63,200
11	61,100
AVERAGE ALL 69,241	

**DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)**

RANK	SALARY
1	75,500
2	72,000
3	69,360
4	57,260
5	56,800
6	56,244
7	55,100
8	54,745
9	50,444
10	50,400
11	48,567
12	48,150
13	46,110
AVERAGE ALL 56,975	

**DEANS (DIRECTORS):  
EDUCATION**

RANK	SALARY
1	73,500
2	72,000
3	69,048
4	67,650
5	64,000
6	63,105
7	62,430
8	62,000
9	60,500
10	54,223
11	48,567
AVERAGE ALL 63,366	

**DEANS (DIRECTORS):  
ENGINEERING**

RANK	SALARY
1	86,000
2	80,580
3	77,000
4	71,304
5	68,200
6	67,000
AVERAGE ALL 75,014	

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TABLE II (Continued)  
—KANSAS CITY REGION—

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	64,050
2	61,000
3	55,550
AVERAGE ALL	60,200

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	50,350
2	64,250
3	61,620
4	81,500
5	78,550

AVERAGE ALL 83,254

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	75,456
2	74,750
3	73,750

AVERAGE ALL 74,652

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	68,400
2	65,832
3	63,877
4	63,840
5	59,900
6	59,675
7	57,800
8	51,250
9	48,087

AVERAGE ALL 59,851

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	170,000
2	90,000
3	78,189

AVERAGE ALL 112,730

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	74,000
2	65,560
3	54,422
4	53,025

AVERAGE ALL 61,752

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	70,900
2	65,408
3	62,000
4	60,700

AVERAGE ALL 65,752

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	74,000
2	68,500
3	55,068

AVERAGE ALL 65,856

DEANS (DIRECTORS):  
JOURNALISM/  
COMMUNICATIONS

RANK	SALARY
1	73,700
2	66,900
3	66,000

AVERAGE ALL 68,867

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The sixteen participating universities from these combined regions are as follows:

City University of New York  
Graduate School and University Center  
CUNY - Herbert H. Lehman College  
New Jersey Institute of Technology  
Rutgers, The State University - Newark  
Rutgers, The State University - New Brunswick  
State University of New York - Albany  
State University of New York - Binghamton  
State University of New York - Buffalo  
State University of New York - Stony Brook  
University of Connecticut  
University of Lowell  
University of Maine at Orono  
University of Massachusetts  
University of New Hampshire  
University of Rhode Island  
University of Vermont

**TABLE II (Continued)**  
**—NEW YORK AND BOSTON REGION—**

**PRESIDENT OF A SINGLE UNIT  
INSTITUTION**

RANK	SALARY
1	95,000
2	95,000
3	93,279
4	83,000
5	62,824
6	60,000
7	79,060
8	79,060
9	79,060
10	79,060
11	78,043
12	75,500
13	74,500
14	74,200

AVERAGE ALL 61,970

**ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES**

RANK	SALARY
1	76,570
2	66,747
3	68,000
4	( 63,000 )
5	63,738
6	62,944
7	61,662
8	59,827
9	56,000
10	54,720
11	53,615
12	53,404
13	48,041
14	46,500
15	39,000

AVERAGE ALL 58,531

RANK	SALARY
9	56,240
10	55,158
11	54,000
12	52,600
13	50,100
14	45,500

AVERAGE ALL 58,724

**BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

RANK	SALARY
1	88,000
2	79,649
3	75,608
4	75,608
5	75,592
6	74,107
7	72,000
8	68,503
9	68,000
10	67,100
11	66,400
12	65,000
13	60,700

AVERAGE ALL 72,021

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	89,100
2	82,500
3	77,479
4	77,372
5	75,600
6	( 72,100 )
7	72,000
8	70,800
9	70,500
10	68,000
11	60,542

AVERAGE ALL 74,181

**ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM**

RANK	SALARY
1	56,850
2	56,175
3	55,640
4	53,332
5	( 48,000 )
6	48,560
7	48,322
8	48,250
9	42,692
10	42,064
11	41,524
12	38,432
13	29,306
14	28,400

AVERAGE ALL 45,611

**BUSINESS OR FISCAL OFFICERS:  
CONTROLLER**

RANK	SALARY
1	74,590
2	70,144
3	67,095
4	63,019
5	( 59,051 )
6	58,806
7	54,600
8	52,286
9	52,000
10	48,500
11	48,000

AVERAGE ALL 58,986

**ACADEMIC OFFICERS:  
PROVOST**

RANK	SALARY
1	84,264
2	77,479
3	76,061
4	74,529
5	68,503

AVERAGE ALL 76,167

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

RANK	SALARY
1	71,420
2	68,040
3	65,000
4	64,323
5	( 62,011 )
6	61,803
7	61,235
8	56,700

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**TABLE II (Continued)**  
**—NEW YORK AND BOSTON REGION—**

**BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	67,736
2	59,827
3	52,701
4	48,033
5	45,236
6	44,700
7	39,400

AVERAGE ALL 51,096

**BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR**

RANK	SALARY
1	48,135
2	47,210
3	( 46,791)
4	44,643
5	42,371
6	38,210
7	37,200
8	30,800
9	29,581

AVERAGE ALL 40,571

**BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER**

RANK	SALARY
1	( 65,626)
2	61,512
3	54,431
4	53,154
5	53,000
6	52,388
7	51,589
8	46,418
9	44,655
10	29,956
11	41,300
12	40,000
13	30,500

AVERAGE ALL 49,041

**BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	62,138
2	55,158
3	54,967
4	53,813
5	53,575
6	53,481
7	53,000
8	50,500
9	48,300
10	48,033
11	47,232
12	43,175
13	42,500
14	41,974
15	32,089
16	( 29,940)

AVERAGE ALL 47,867

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS (SERVICES)**

RANK	SALARY
1	78,999
2	72,000
3	70,766
4	68,200
5	65,537
6	62,370
7	62,250
8	60,900
9	55,400
10	47,908

AVERAGE ALL 64,433

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS**

RANK	SALARY
1	66,400
2	63,504
3	55,000
4	54,070
5	54,000
6	53,575
7	45,020
8	38,650
9	36,223

AVERAGE ALL 51,827

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

RANK	SALARY
1	74,821
2	57,069
3	42,783

AVERAGE ALL 56,231

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	( 53,575)
2	53,000
3	52,363
4	52,064
5	51,000
6	50,000
7	49,900
8	49,146
9	48,340
10	47,860
11	45,895
12	45,056
13	43,000
14	41,587
15	30,500

AVERAGE ALL 47,552

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

RANK	SALARY
1	55,156
2	( 53,575)
3	( 49,450)
4	49,000
5	48,300
6	44,985
7	43,475
8	43,457
9	43,345
10	43,000
11	41,191
12	39,016
13	38,622
14	36,463
15	28,000

AVERAGE ALL 43,802

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**TABLE II (Continued)**  
**—NEW YORK AND BOSTON REGION—**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

RANK	SALARY
1	59,827
2	( 53,575)
3	47,059
4	46,346
5	45,253
6	43,000
7	42,420
8	41,750
9	40,090
10	39,735
11	39,503
12	37,878
13	37,006
14	36,295
15	21,361

**AVERAGE ALL 42,070**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

RANK	SALARY
1	56,283
2	55,300
3	51,015
4	45,125
5	44,299
6	43,767
7	43,736
8	43,287
9	40,868
10	37,710
11	35,465
12	35,460

**AVERAGE ALL 44,359**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

RANK	SALARY
1	82,623
2	75,311
3	69,423
4	59,286
5	( 66,425)
6	61,180
7	57,978
8	53,750
9	42,362
10	36,987
11	34,000

**AVERAGE ALL 59,030**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: EXECUTIVE  
VICE PRESIDENT**

RANK	SALARY
1	92,799
2	( 83,000)
3	71,500
4	67,057

**AVERAGE ALL 78,589**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT**

RANK	SALARY
1	( 76,061)
2	75,608
3	73,246
4	53,500

**AVERAGE ALL 69,463**

**ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	62,000
2	58,800
3	52,348
4	43,000
5	38,249

**AVERAGE ALL 51,679**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT**

RANK	SALARY
1	59,827
2	58,401
3	58,000
4	56,819
5	55,061
6	( 53,266)
7	52,200
8	50,678
9	48,322
10	47,063
11	43,630
12	43,400
13	43,200
14	25,440

**AVERAGE ALL 49,665**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING**

RANK	SALARY
1	63,516
2	( 62,053)
3	55,329
4	50,000
5	44,700
6	43,023
7	31,760

**AVERAGE ALL 50,054**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT**

RANK	SALARY
1	( 62,053)
2	60,377
3	59,102
4	55,673
5	55,158
6	54,000
7	53,827
8	53,575
9	49,680
10	48,825
11	47,990
12	46,246
13	41,944
14	40,000
15	37,200
16	35,872

**AVERAGE ALL 50,095**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY**

RANK	SALARY
1	( 59,051)
2	55,301
3	51,354
4	50,502
5	46,000
6	44,561
7	44,200
8	44,000
9	43,092
10	35,930
11	35,703
12	35,584
13	30,151

**AVERAGE ALL 44,264**

UNIVERSITY OF ARKANSAS  
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**TABLE II (Continued)**  
**—NEW YORK AND BOSTON REGION—**

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION**

RANK	SALARY
1	59,827
2	59,051
3	58,862
4	52,842
5	49,350
6	45,656
7	44,700
8	38,706
9	36,000
10	36,450
11	33,500

AVERAGE ALL 47,181

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES**

RANK	SALARY
1	47,078
2	45,347
3	40,690
4	41,700
5	39,690
6	37,726
7	35,800
8	35,000
9	34,112
10	33,000
11	32,000
12	22,400
13	20,000

AVERAGE ALL 36,052

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	65,537
2	57,364
3	53,249
4	51,657
5	48,510
6	47,911
7	47,700
8	41,400
9	41,368
10	41,000
11	37,157
12	35,340

AVERAGE ALL 47,349

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS**

RANK	SALARY
1	( 76,599)
2	73,781
3	62,349
4	56,200

AVERAGE ALL 67,232

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION**

RANK	SALARY
1	62,011
2	60,337
3	57,245
4	53,300
5	52,090

AVERAGE ALL 56,997

**RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	59,000
2	57,557
3	52,543
4	48,592
5	45,360
6	45,205
7	44,945
8	42,600
9	42,180
10	42,000
11	41,400
12	36,249
13	34,451

AVERAGE ALL 45,545

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
DEVELOPMENT**

RANK	SALARY
1	( 76,599)
2	76,201
3	75,000
4	43,800

AVERAGE ALL 67,500

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	70,321
2	69,675
3	69,500
4	68,000
5	65,772
6	63,969

AVERAGE ALL 67,873

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	77,500
2	52,051
3	50,937
4	47,700
5	44,294
6	40,200

AVERAGE ALL 52,114

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
AND GRADUATE DEAN**

RANK	SALARY
1	85,663
2	63,936
3	50,376

AVERAGE ALL 66,658

**DEANS (DIRECTORS):  
AGRICULTURE**

RANK	SALARY
1	80,000
2	77,888
3	74,500
4	67,651
5	67,000
6	55,000
7	52,649

AVERAGE ALL 67,870

UNIVERSITY OF ARKANSAS  
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**TABLE II (Continued)**  
**—NEW YORK AND BOSTON REGION—**

**DEANS (DIRECTORS):  
ARTS AND SCIENCES**

RANK	SALARY
1	77,200
2	75,600
3	74,242
4	71,555
5	69,000
6	61,525
7	60,700
8	59,125
9	58,664

**AVERAGE ALL 67,512**

**DEANS (DIRECTORS):  
EDUCATION**

RANK	SALARY
1	74,145
2	71,746
3	71,008
4	67,500
5	66,600
6	64,339
7	58,620
8	50,631

**AVERAGE ALL 65,574**

**DEANS (DIRECTORS):  
ENGINEERING**

RANK	SALARY
1	92,171
2	80,000
3	79,607
4	77,600
5	77,539
6	74,844
7	71,600
8	71,231
9	71,100
10	62,000
11	60,000
12	60,000

**AVERAGE ALL 73,146**

**DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT**

RANK	SALARY
1	86,325
2	84,263
3	79,500
4	78,216
5	71,668
6	66,500
7	66,210
8	65,000
9	62,370
10	61,610
11	53,894

**AVERAGE ALL 70,505**

**DEANS (DIRECTORS):  
FINE ARTS**

RANK	SALARY
1	73,588
2	71,742
3	63,000
4	60,516
5	50,846

**AVERAGE ALL 63,938**

**DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)**

RANK	SALARY
1	64,887
2	62,462
3	62,045
4	58,100
5	53,000
6	51,800
7	50,244
8	46,446
9	44,190
10	28,413

**AVERAGE ALL 52,359**

**DEANS (DIRECTORS):  
GRADUATE**

RANK	SALARY
1	65,772
2	64,729
3	62,900

RANK	SALARY
4	61,830
5	61,500
6	60,215
7	60,000
8	56,661

**AVERAGE ALL 61,951**

**DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/  
RECREATION**

RANK	SALARY
1	63,800
2	59,579
3	58,292
4	56,710
5	50,198

**AVERAGE ALL 57,716**

**DEANS (DIRECTORS):  
LAW**

RANK	SALARY
1	91,400
2	85,233
3	71,800

**AVERAGE ALL 82,811**

**DEANS (DIRECTORS):  
LIBERAL ARTS**

RANK	SALARY
1	62,500
2	60,540
3	57,557

**AVERAGE ALL 60,199**

**DEANS (DIRECTORS):  
MEDICINE**

RANK	SALARY
1	132,027
2	114,000
3	104,685
4	85,064
5	77,500

**AVERAGE ALL 102,655**

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**TABLE II (Continued)**  
**—NEW YORK AND BOSTON REGION—**

**DEANS (DIRECTORS):  
NURSING**

RANK	SALARY
1	72,182
2	69,466
3	68,162
4	62,280
5	59,400
6	58,972
7	55,650

**AVERAGE ALL 63,731**

**DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL  
SCIENCES**

RANK	SALARY
1	75,904
2	75,516
3	75,100
4	71,748
5	46,846

**AVERAGE ALL 69,023**

**DEANS (DIRECTORS):  
PHARMACY**

RANK	SALARY
1	75,471
2	69,700
3	67,473
4	64,647

**AVERAGE ALL 69,323**

**DEANS (DIRECTORS):  
SOCIAL WORK**

RANK	SALARY
1	71,668
2	70,550
3	69,048
4	68,199
5	66,000

**AVERAGE ALL 69,493**

**DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY**

RANK	SALARY
1	76,723
2	71,748
3	57,557
4	53,000

**AVERAGE ALL 64,757**

**DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE**

RANK	SALARY
1	63,201
2	56,700
3	51,678
4	51,374

**AVERAGE ALL 55,738**

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The thirteen participating universities from this region are as follows:

College of William and Mary  
Indiana University of Pennsylvania  
Morgan State University  
Old Dominion University  
Temple University  
University of Delaware  
University of Maryland-Baltimore  
University of Maryland Baltimore County  
University of Maryland at College Park  
University of Virginia  
Virginia Commonwealth University  
Virginia Polytechnic Institute and  
State University  
West Virginia University

**TABLE II (Continued)**  
**—PHILADELPHIA REGION—**

**PRESIDENT OF A SINGLE UNIT  
INSTITUTION**

RANK	SALARY
1	144,000
2	118,800
3	110,000
4	101,000
5	92,400
6	92,000
7	87,500
8	78,215
9	75,494
10	73,293
11	72,252
12	58,500

AVERAGE ALL 91,955

**ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES**

RANK	SALARY
1	69,900
2	66,727
3	65,000
4	63,000
5	56,000
6	55,800
7	55,356
8	53,000
9	49,500
10	48,375
11	43,012
12	38,960

AVERAGE ALL 55,554

**BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

RANK	SALARY
1	118,000
2	( 90,000)
3	79,000
4	78,000
5	68,500
6	63,552
7	63,000
8	58,700
9	58,200
10	56,978
11	47,783

AVERAGE ALL 71,065

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	157,000
2	( 91,200)
3	90,000
4	( 88,000)
5	80,500
6	77,640
7	77,400
8	74,300
9	65,627
10	( 51,534)

AVERAGE ALL 83,320

**ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM**

RANK	SALARY
1	47,500
2	45,384
3	42,500
4	41,200
5	39,250
6	37,361
7	37,000
8	36,400
9	34,500
10	31,900
11	29,897
12	27,951

AVERAGE ALL 37,570

**BUSINESS OR FISCAL OFFICERS:  
CONTROLLER**

RANK	SALARY
1	58,874
2	55,000
3	52,500
4	52,464
5	51,360
6	50,004
7	48,465
8	46,600
9	41,533
10	40,833
11	39,058
12	32,716
13	31,883

AVERAGE ALL 46,268

**ACADEMIC OFFICERS:  
PROVOST**

RANK	SALARY
1	91,900
2	( 91,200)
3	88,000
4	( 88,000)
5	75,350
6	73,500
7	( 51,534)

AVERAGE ALL 75,926

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

RANK	SALARY
1	74,000
2	70,000
3	67,500
4	66,000
5	65,112
6	63,607
7	58,000
8	56,000
9	55,500
10	55,000
11	52,300
12	49,500
13	41,232
14	33,135

AVERAGE ALL 57,635

**BUSINESS OR FISCAL OFFICERS:  
TREASURER**

RANK	SALARY
1	73,000
2	56,000
3	34,178

AVERAGE ALL 55,059

**BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	44,400
2	35,000
3	28,591

AVERAGE ALL 35,997

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**TABLE II (Continued)**  
**—PHILADELPHIA REGION—**

**BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR**

RANK	SALARY
1	56,000
2	53,000
3	44,643
4	39,058
5	37,044
6	36,614
7	35,730
8	33,069
9	31,254
10	19,736

AVERAGE ALL 38,615

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS (SERVICES)**

RANK	SALARY
1	70,000
2	66,800
3	67,400
4	62,400
5	62,100
6	62,000
7	60,000
8	58,000
9	53,753
10	53,594
11	52,395

AVERAGE ALL 60,949

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	57,768
2	49,000
3	47,000
4	46,000
5	44,700
6	44,380
7	44,100
8	43,012
9	42,932
10	34,086
11	28,248

AVERAGE ALL 43,748

**BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER**

RANK	SALARY
1	55,590
2	53,000
3	49,159
4	47,830
5	47,050
6	44,900
7	44,303
8	44,000
9	42,000
10	38,500
11	37,361

AVERAGE ALL 45,790

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS**

RANK	SALARY
1	53,400
2	49,500
3	47,250
4	44,820
5	44,000
6	42,755
7	41,500
8	39,045

AVERAGE ALL 45,264

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

RANK	SALARY
1	51,000
2	49,113
3	48,500
4	42,932
5	42,200
6	40,768
7	40,500
8	39,000
9	38,517
10	36,200
11	34,633
12	34,086

AVERAGE ALL 41,454

**BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	75,600
2	61,400
3	59,956
4	55,540
5	55,100
6	51,750
7	43,715
8	41,880
9	37,500
10	37,361
11	33,135
12	29,223

AVERAGE ALL 48,513

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

RANK	SALARY
1	55,950
2	29,760
3	27,969
4	27,800
5	21,000

AVERAGE ALL 32,496

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

RANK	SALARY
1	48,000
2	48,000
3	47,200
4	46,004
5	45,100
6	40,490
7	38,561
8	37,980
9	37,100
10	36,091
11	35,782
12	34,086
13	30,400

AVERAGE ALL 40,371

UNIVERSITY OF ARKANSAS  
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PAID 1985-86

**TABLE II (Continued)**  
**—PHILADELPHIA REGION—**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

RANK	SALARY
1	52,500
2	47,000
3	43,966
4	42,200
5	36,486
6	35,000
7	34,637
8	34,256
9	33,428
10	31,234
11	30,350
12	28,591

AVERAGE ALL 37,473

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

RANK	SALARY
1	79,000
2	78,251
3	76,750
4	70,270
5	65,100
6	63,760
7	63,581
8	54,695
9	47,420
10	39,598
11	35,420

AVERAGE ALL 61,259

**ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT**

RANK	SALARY
1	86,500
2	65,000
3	60,500
4	79,300
5	78,566
6	66,586
7	51,155

AVERAGE ALL 75,373

**ADMINISTRATIVE OPERATIONS  
OFFICERS: VICE PRES FOR  
PLANNING AND BUDGETING**

RANK	SALARY
1	65,879
2	59,000
3	53,753

AVERAGE ALL 59,544

**ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	82,500
2	74,200
3	61,000
4	57,300
5	54,936
6	52,000
7	47,300
8	33,984

AVERAGE ALL 57,903

**ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT**

RANK	SALARY
1	64,000
2	60,000
3	58,500
4	54,000
5	47,500
6	45,000
7	44,700
8	41,600
9	34,875
10	25,916

AVERAGE ALL 47,609

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING**

RANK	SALARY
1	57,600
2	55,550
3	50,000
4	49,000
5	48,731
6	44,000
7	43,200
8	39,500
9	34,178
10	33,135

AVERAGE ALL 45,089

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT**

RANK	SALARY
1	69,810
2	68,402
3	65,965
4	57,000
5	46,800
6	46,500
7	43,200
8	37,402
9	37,361
10	36,817
11	35,730

AVERAGE ALL 49,546

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY**

RANK	SALARY
1	61,000
2	53,200
3	49,740
4	49,044
5	41,040
6	40,545
7	34,150
8	32,200
9	31,638
10	31,254
11	30,108
12	27,352

AVERAGE ALL 40,023

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**TABLE II (Continued)**  
**—PHILADELPHIA REGION—**

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION**

RANK	SALARY
1	( \$1,218)
2	51,000
3	45,732
4	44,460
5	37,361
6	36,833
7	31,197
AVERAGE ALL	43,972

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	( \$1,218)
2	60,000
3	60,000
4	51,500
5	( 50,600)
6	49,500
7	42,600
8	42,500
9	30,751
AVERAGE ALL	49,852

**RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	66,000
2	49,000
3	48,000
4	47,000
5	43,548
6	40,500
7	40,087
8	35,490
AVERAGE ALL	46,203

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS**

RANK	SALARY
1	69,120
2	62,200
3	( 56,710)
AVERAGE ALL	62,677

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES**

RANK	SALARY
1	45,000
2	40,250
3	38,500
4	35,580
5	33,061
6	22,842
AVERAGE ALL	35,872

**DEANS (DIRECTORS):  
AGRICULTURE**

RANK	SALARY
1	60,000
2	69,541
3	65,400
4	63,400
AVERAGE ALL	70,585

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF UNIVERSITY  
RELATIONS**

RANK	SALARY
1	( \$1,216)
2	54,200
3	( 50,600)
4	50,000
5	49,434
6	49,113
7	47,500
8	47,100
9	41,615
10	28,000
AVERAGE ALL	47,878

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	68,400
2	64,000
3	53,002
4	52,300
5	39,560
6	39,570
7	39,056
8	37,111
AVERAGE ALL	49,175

**DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN**

RANK	SALARY
1	82,000
2	72,500
3	69,600
AVERAGE ALL	74,700

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
DEVELOPMENT**

RANK	SALARY
1	63,500
2	80,000
3	75,900
4	( 56,710)
AVERAGE ALL	74,028

**DEANS (DIRECTORS):  
ARTS AND SCIENCES**

RANK	SALARY
1	90,000
2	61,000
3	74,700
4	66,501
5	65,900
6	65,600
7	65,400
8	57,696
9	51,500
AVERAGE ALL	68,700

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**TABLE II (Continued)**  
**—PHILADELPHIA REGION—**

**DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT**

RANK	SALARY
1	65,100
2	60,500
3	77,872
4	72,500
5	71,100
6	71,000
7	71,000
8	65,300
9	58,600
10	53,757
11	48,781

**AVERAGE ALL 68,665**

**DEANS (DIRECTORS):  
EDUCATION**

RANK	SALARY
1	65,800
2	75,500
3	70,000
4	69,500
5	65,000
6	62,300
7	56,311
8	52,115
9	48,781
10	47,500

**AVERAGE ALL 63,281**

**DEANS (DIRECTORS):  
GRADUATE**

RANK	SALARY
1	65,100
2	60,442
3	78,000
4	67,200
5	65,800
6	62,000
7	56,421
8	55,600

**AVERAGE ALL 68,820**

**DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)**

RANK	SALARY
1	64,000
2	61,000
3	59,944
4	59,100
5	45,765
6	37,500

**AVERAGE ALL 54,536**

**DEANS (DIRECTORS):  
ENGINEERING**

RANK	SALARY
1	91,000
2	91,000
3	83,000
4	77,868
5	77,500
6	73,000
7	67,410
8	56,500

**AVERAGE ALL 77,160**

**DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/  
RECREATION**

RANK	SALARY
1	68,750
2	67,000
3	59,691
4	54,500
5	43,012

**AVERAGE ALL 57,791**

**DEANS (DIRECTORS):  
DENTISTRY**

RANK	SALARY
1	93,120
2	92,000
3	85,000
4	60,000

**AVERAGE ALL 87,530**

**DEANS (DIRECTORS):  
FINE ARTS**

RANK	SALARY
1	75,000
2	64,400
3	58,704
4	48,781

**AVERAGE ALL 61,721**

**DEANS (DIRECTORS):  
HEALTH PROFESSIONS**

RANK	SALARY
1	77,000
2	63,685
3	57,500

**AVERAGE ALL 66,062**

**DEANS (DIRECTORS):  
HOME ECONOMICS**

RANK	SALARY
1	74,000
2	67,000
3	56,250
4	45,012

**AVERAGE ALL 60,066**

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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**TABLE II (Continued)**  
**—PHILADELPHIA REGION—**

**DEANS (DIRECTORS):**  
**JOURNALISM/**  
**COMMUNICATIONS**

RANK	SALARY
1	75,200
2	65,000
3	58,392
AVERAGE ALL 66,197	

**DEANS (DIRECTORS):**  
**NURSING**

RANK	SALARY
1	82,000
2	73,000
3	67,355
4	62,700
5	57,132
AVERAGE ALL 68,477	

**DEANS (DIRECTORS):**  
**UNIVERSITY COLLEGE/**  
**GENERAL COLLEGE**

RANK	SALARY
1	62,500
2	59,400
3	57,200
AVERAGE ALL 59,700	

**DEANS (DIRECTORS):**  
**LAW**

RANK	SALARY
1	107,400
2	87,500
3	85,000
4	81,036
5	77,500
AVERAGE ALL 87,687	

**DEANS (DIRECTORS):**  
**PHARMACY**

RANK	SALARY
1	78,000
2	73,000
3	62,628
AVERAGE ALL 71,209	

**DEANS (DIRECTORS):**  
**LIBRARY SCIENCE**

RANK	SALARY
1	65,000
2	60,000
3	54,500
AVERAGE ALL 59,833	

**DEANS (DIRECTORS):**  
**PUBLIC AFFAIRS**

RANK	SALARY
1	77,900
2	66,800
3	52,000
AVERAGE ALL 65,567	

**DEANS (DIRECTORS):**  
**MEDICINE**

RANK	SALARY
1	150,000
2	147,600
3	137,000
4	99,500
AVERAGE ALL 133,525	

**DEANS (DIRECTORS):**  
**SOCIAL WORK**

RANK	SALARY
1	79,000
2	62,000
3	60,500
4	54,300
AVERAGE ALL 63,950	

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The eleven participating universities from this region are as follows:

Arizona State University  
California State University,  
Los Angeles  
Northern Arizona University  
University of Arizona  
University of California  
University of California, Davis  
University of California, Riverside  
University of California, Santa Barbara  
University of Hawaii at Manoa  
University of Nevada, Las Vegas  
University of Nevada, Reno

**TABLE II (Continued)**  
**—SAN FRANCISCO REGION—**

**PRESIDENT OF A SINGLE UNIT  
INSTITUTION**

RANK	SALARY
1	112,800
2	105,450
3	100,000
4	98,500
5	98,500
6	92,911
7	92,000
8	87,000
9	85,000
10	75,048
11	74,500

AVERAGE ALL 92,863

**ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM**

RANK	SALARY
1	54,600
2	52,600
3	47,628
4	45,000
5	37,668
6	26,516
7	26,000
8	35,520
9	35,000

AVERAGE ALL 42,281

RANK	SALARY
3	57,600
4	55,573
5	55,001
6	55,000
7	51,811
8	51,630

AVERAGE ALL 57,327

**BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER**

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	( 99,100)
2	( 97,000)
3	( 93,500)
4	91,000
5	81,648
6	80,500
7	71,100
8	68,500
9	60,500
10	62,400

AVERAGE ALL 81,325

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

RANK	SALARY
1	71,300
2	71,000
3	62,800
4	59,400
5	58,643
6	56,000
7	51,000
8	46,632

AVERAGE ALL 59,597

RANK	SALARY
1	63,000
2	57,600
3	56,500
4	52,200

AVERAGE ALL 57,325

**BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR**

**ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES**

RANK	SALARY
1	80,000
2	77,600
3	71,500
4	70,900
5	69,100
6	66,084
7	65,002
8	58,200
9	57,000
10	48,193
11	47,700

AVERAGE ALL 64,662

**BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

RANK	SALARY
1	( 91,600)
2	86,700
3	( 80,300)
4	80,000
5	71,900
6	71,500
7	68,500
8	67,000
9	61,200

AVERAGE ALL 75,411

RANK	SALARY
1	59,500
2	54,300
3	51,500
4	48,400

AVERAGE ALL 53,425

**BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER**

**BUSINESS OR FISCAL OFFICERS:  
CONTROLLER**

RANK	SALARY
1	69,600
2	62,200

RANK	SALARY
1	63,900
2	63,800
3	60,000
4	60,000
5	59,300
6	58,900
7	50,748
8	47,232
9	45,000
10	33,050

AVERAGE ALL 54,193

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

**TABLE II (Continued)**  
**—SAN FRANCISCO REGION—**

**BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	73,700
2	69,552
3	67,100
4	63,200
5	59,200
6	57,500
7	52,841
8	50,400
9	48,588
10	44,000
11	43,320
12	39,024

AVERAGE ALL 55,702

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS(SERVICES)**

RANK	SALARY
1	87,900
2	85,000
3	83,700
4	72,000
5	69,800
6	67,473
7	63,750

AVERAGE ALL 75,660

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS**

RANK	SALARY
1	64,788
2	57,500
3	55,000
4	50,028
5	49,404
6	45,000
7	46,416
8	44,368
9	35,719

AVERAGE ALL 50,247

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

RANK	SALARY
1	63,369
2	45,500

RANK	SALARY
3	41,376
4	39,468
5	39,060
6	38,383
7	37,668
8	27,314
9	22,000

AVERAGE ALL 39,349

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	61,300
2	( 59,398)
3	55,344
4	54,000
5	52,800
6	51,000
7	50,300
8	48,000
9	34,965

AVERAGE ALL 51,901

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

RANK	SALARY
1	( 59,398)
2	58,700
3	56,718
4	55,500
5	54,000
6	48,411
7	43,272
8	40,368
9	36,219
10	30,804

AVERAGE ALL 48,339

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

RANK	SALARY
1	55,700
2	53,200
3	50,700
4	50,026
5	49,553
6	48,768
7	48,240

RANK	SALARY
8	43,870
9	43,752
10	36,400
11	32,500

AVERAGE ALL 46,610

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

RANK	SALARY
1	65,100
2	56,200
3	52,600
4	50,900
5	48,180
6	47,119
7	43,806
8	40,176
9	38,199

AVERAGE ALL 49,142

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

RANK	SALARY
1	86,688
2	84,809
3	83,200
4	81,504
5	80,652
6	72,473
7	71,900
8	64,557
9	57,228
10	25,722

AVERAGE ALL 70,873

**ADMINISTRATIVE OPERATIONS,  
OFFICERS: EXECUTIVE  
VICE PRESIDENT**

RANK	SALARY
1	( 99,100)
2	( 99,000)
3	( 97,000)
4	81,648
5	80,000

AVERAGE ALL 91,350

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

**TABLE II (Continued)**  
**—SAN FRANCISCO REGION—**

**ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT**

RANK	SALARY
1	( 61,600)
2	80,004
3	77,000
4	69,600
AVERAGE ALL 79,401	

**ADMINISTRATIVE OPERATIONS  
OFFICERS: VICE PRES FOR  
PLANNING AND BUDGETING**

RANK	SALARY
1	79,300
2	68,000
3	67,200
AVERAGE ALL 71,500	

**ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	60,000
2	67,000
3	66,500
4	46,000
AVERAGE ALL 64,875	

**ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT**

RANK	SALARY
1	68,800
2	66,100
3	64,834
4	62,836
5	62,794
6	61,500
7	56,712
8	35,364
9	34,280
AVERAGE ALL 57,024	

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING**

RANK	SALARY
1	72,500
2	69,700
3	60,852
4	51,000
5	48,500
6	45,492
7	40,000
AVERAGE ALL 55,435	

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT**

RANK	SALARY
1	75,100
2	69,000
3	65,400
4	64,500
5	63,120
6	60,000
7	51,700
8	47,112
9	47,000
10	46,415
AVERAGE ALL 58,935	

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY**

RANK	SALARY
1	64,100
2	53,160
3	51,240
4	50,100
5	46,443
6	38,500
7	34,571
8	( 34,500)
9	33,132
AVERAGE ALL 45,116	

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION**

RANK	SALARY
1	65,600
2	54,672
3	47,300
4	45,300
5	42,500
6	40,200
7	36,452
8	33,705
AVERAGE ALL 45,716	

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS**

RANK	SALARY
1	74,300
2	73,000
3	( 67,000)
4	55,622
AVERAGE ALL 67,461	

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR  
DEVELOPMENT**

RANK	SALARY
1	81,600
2	70,500
3	( 67,000)
4	63,500
5	59,000
AVERAGE ALL 68,320	

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	65,881
2	55,200
3	49,700
4	48,800
5	48,192
6	47,728
7	36,225
AVERAGE ALL 50,247	

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1985-86

**TABLE II (Continued)**  
**—SAN FRANCISCO REGION—**

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES**

RANK	SALARY
1	51,900
2	51,285
3	50,699
4	45,300
5	42,900
6	36,570
7	35,172

**AVERAGE ALL 44,832**

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION**

RANK	SALARY
1	62,760
2	62,280
3	61,800

**AVERAGE ALL 62,280**

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	92,100
2	73,000
3	63,600

**AVERAGE ALL 76,233**

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	50,400
2	50,200
3	48,600
4	43,037
5	27,600

**AVERAGE ALL 43,847**

**RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	57,804
2	51,500

RANK	SALARY
3	48,735
4	45,492
5	41,657
6	33,462
7	33,132
8	30,358

**AVERAGE ALL 42,768**

**DEANS (DIRECTORS):  
AGRICULTURE**

RANK	SALARY
1	94,500
2	( 77,500)
3	66,000
4	64,800
5	51,107

**AVERAGE ALL 70,781**

**DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN**

RANK	SALARY
1	78,300
2	68,145
3	62,760

**AVERAGE ALL 69,735**

**DEANS (DIRECTORS):  
ARTS AND SCIENCES**

RANK	SALARY
1	( 88,000)
2	( 87,500)
3	72,100
4	65,412
5	64,000
6	62,000
7	57,720

**AVERAGE ALL 70,962**

**DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT**

RANK	SALARY
1	80,600
2	79,380
3	71,700

RANK	SALARY
4	64,320
5	63,492
6	62,620
7	62,500
8	54,720

**AVERAGE ALL 67,418**

**DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)**

RANK	SALARY
1	( 60,300)
2	67,800
3	64,000
4	59,244
5	56,967
6	55,000
7	54,594
8	53,280
9	48,645
10	47,400

**AVERAGE ALL 58,763**

**DEANS (DIRECTORS):  
EDUCATION**

RANK	SALARY
1	63,300
2	71,000
3	67,500
4	65,460
5	65,304
6	60,830
7	59,000
8	56,000
9	52,800

**AVERAGE ALL 64,577**

**DEANS (DIRECTORS):  
ENGINEERING**

RANK	SALARY
1	93,400
2	84,800
3	79,700
4	79,245
5	67,392
6	67,200
7	65,000
8	( 61,194)
9	61,000

**AVERAGE ALL 73,215**

**UNIVERSITY OF ARKANSAS  
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PAID 1985-86**

**TABLE II (Continued)**  
**—SAN FRANCISCO REGION—**

**DEANS (DIRECTORS):**  
**FINE ARTS**

RANK	SALARY
1	( 87,500)
2	60,898
3	60,770
AVERAGE ALL 69,723	

**DEANS (DIRECTORS):**  
**LAW**

RANK	SALARY
1	108,000
2	97,500
3	89,900
4	67,200
AVERAGE ALL 90,650	

**DEANS (DIRECTORS):**  
**SOCIAL AND BEHAVIORAL  
SCIENCES**

RANK	SALARY
1	( 72,400)
2	66,804
3	60,000
AVERAGE ALL 66,401	

**DEANS (DIRECTORS):**  
**GRADUATE**

RANK	SALARY
1	66,900
2	63,200
3	72,375
4	71,200
5	67,800
6	62,963
7	62,500
8	47,090
AVERAGE ALL 69,254	

**DEANS (DIRECTORS):**  
**LIBRARY SCIENCE**

RANK	SALARY
1	64,500
2	54,000
3	43,988
AVERAGE ALL 54,163	

**DEANS (DIRECTORS):**  
**SOCIAL WORK**

RANK	SALARY
1	79,300
2	63,715
3	63,600
AVERAGE ALL 68,872	

**DEANS (DIRECTORS):**  
**HEALTH/PHYS EDUCATION/  
RECREATION**

RANK	SALARY
1	65,304
2	52,508
3	50,000
AVERAGE ALL 55,937	

**DEANS (DIRECTORS):**  
**MEDICINE**

RANK	SALARY
1	146,000
2	100,500
3	76,800
4	71,200
AVERAGE ALL 98,625	

**DEANS (DIRECTORS):**  
**JOURNALISM/  
COMMUNICATIONS**

RANK	SALARY
1	75,300
2	58,105
3	56,500
AVERAGE ALL 63,302	

**DEANS (DIRECTORS):**  
**NURSING**

RANK	SALARY
1	65,240
2	62,400
3	61,500
4	58,429
AVERAGE ALL 61,892	

UNIVERSITY OF ARKANSAS  
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PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six participating universities from this region are as follows:

Idaho State University  
Oregon State University  
University of Idaho  
University of Oregon  
University of Washington  
Washington State University



**TABLE II (Continued)**  
**—SEATTLE REGION—**

**PRESIDENT OF A SINGLE UNIT  
INSTITUTION**

RANK	SALARY
1	92,280
2	92,000
3	79,800
4	72,528
5	67,442
6	65,000

AVERAGE ALL 78,175

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

RANK	SALARY
1	65,028
2	62,000
3	57,500
4	50,509
5	42,800
6	41,205

AVERAGE ALL 53,640

**BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR**

RANK	SALARY
1	45,044
2	39,401
3	39,396
4	35,500
5	33,996
6	28,059

AVERAGE ALL 36,906

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	74,004
2	68,000
3	65,250
4	60,000
5	59,010

AVERAGE ALL 65,253

**BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

RANK	SALARY
1	84,408
2	78,500
3	67,152
4	65,250
5	65,004
6	59,010

AVERAGE ALL 69,887

**BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER**

RANK	SALARY
1	58,000
2	48,700
3	46,464
4	45,900
5	41,260
6	36,200

AVERAGE ALL 46,091

**ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES**

RANK	SALARY
1	76,404
2	60,000
3	60,000
4	55,000
5	51,699
6	42,016

AVERAGE ALL 57,520

**BUSINESS OR FISCAL OFFICERS:  
CONTROLLER**

RANK	SALARY
1	60,780
2	53,592
3	52,570
4	46,834
5	36,564

AVERAGE ALL 50,472

**BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	57,928
2	45,900
3	39,396
4	39,396
5	32,009
6	31,117

AVERAGE ALL 40,958

**ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM**

RANK	SALARY
1	43,764
2	34,234
3	33,634
4	33,360
5	32,694
6	29,203

AVERAGE ALL 34,462

**BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	67,140
2	50,000
3	43,451
4	43,056

AVERAGE ALL 50,912

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS(SERVICES)**

RANK	SALARY
1	67,140
2	56,230
3	56,160
4	55,000

AVERAGE ALL 58,633

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**TABLE II (Continued)**  
**—SEATTLE REGION—**

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS**

RANK	SALARY
1	57,466
2	55,572
3	56,003
4	34,265
AVERAGE ALL	49,332

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

RANK	SALARY
1	49,812
2	47,664
3	41,368
4	40,142
5	34,341
6	34,285

AVERAGE ALL 41,269

**ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	66,012
2	53,119
3	36,546
4	30,540

AVERAGE ALL 46,554

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

RANK	SALARY
1	59,274
2	48,600
3	34,624

AVERAGE ALL 47,566

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

RANK	SALARY
1	( 51,324)
2	47,800
3	46,080
4	40,400
5	39,296
6	34,136

AVERAGE ALL 43,173

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING**

RANK	SALARY
1	53,952
2	46,000
3	( 42,900)
4	37,313

AVERAGE ALL 45,041

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	( 55,032)
2	( 50,784)
3	( 46,103)
4	45,289
5	44,000
6	28,517

AVERAGE ALL 44,954

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

RANK	SALARY
1	69,876
2	63,000
3	59,299
4	59,010
5	56,456
6	54,804

AVERAGE ALL 60,406

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT**

RANK	SALARY
1	55,380
2	52,356
3	48,000
4	47,904
5	44,391

AVERAGE ALL 49,606

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

RANK	SALARY
1	( 55,032)
2	( 50,784)
3	46,832
4	( 46,103)
5	40,040
6	40,000

AVERAGE ALL 46,465

**ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT**

RANK	SALARY
1	50,000
2	45,526
3	35,076

AVERAGE ALL 43,535

**ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY**

RANK	SALARY
1	49,812
2	40,900
3	38,766
4	31,296

AVERAGE ALL 40,195

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**TABLE II (Continued)**  
**—SEATTLE REGION—**

**PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND/OR INFORMATION**

RANK	SALARY
1	75,000
2	( 74,916)
3	58,000

AVERAGE ALL 69,309

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	46,677
2	39,396
3	36,684
4	30,014

AVERAGE ALL 38,193

RANK	SALARY
2	75,000
3	66,000
4	64,500
5	56,230
6	46,006

AVERAGE ALL 66,049

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION**

RANK	SALARY
1	40,152
2	37,502
3	33,036

AVERAGE ALL 36,897

**RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	49,812
2	( 42,900)
3	42,196
4	39,950
5	35,256

AVERAGE ALL 42,023

**DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT**

RANK	SALARY
1	85,320
2	72,324
3	71,000
4	64,200
5	60,239
6	52,000

AVERAGE ALL 67,514

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	59,050
2	53,412
3	52,008
4	39,624

AVERAGE ALL 51,024

**DEANS (DIRECTORS):  
AGRICULTURE**

RANK	SALARY
1	77,000
2	73,032
3	59,738

AVERAGE ALL 69,923

**DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)**

RANK	SALARY
1	56,404
2	56,244
3	54,792
4	38,002
5	32,128

AVERAGE ALL 47,514

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES**

RANK	SALARY
1	52,356
2	47,200
3	41,864
4	38,748
5	37,000

AVERAGE ALL 43,434

**DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN**

RANK	SALARY
1	68,856
2	57,000
3	50,196

AVERAGE ALL 58,684

**DEANS (DIRECTORS):  
EDUCATION**

RANK	SALARY
1	80,580
2	67,031
3	64,680
4	61,000
5	56,021
6	49,067

AVERAGE ALL 63,063

**PUBLIC RELATIONS & DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION**

RANK	SALARY
1	71,916
2	68,440
3	55,331

AVERAGE ALL 65,229

**DEANS (DIRECTORS):  
ARTS AND SCIENCES**

RANK	SALARY
1	86,556

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**TABLE II (Continued)**  
**—SEATTLE REGION—**

**DEANS (DIRECTORS):**  
**ENGINEERING**

RANK	SALARY
1	60,580
2	76,380
3	70,000
4	62,744
5	48,298

**AVERAGE ALL 67,600**

**DEANS (DIRECTORS):**  
**LAB**

RANK	SALARY
1	90,384
2	67,852
3	64,791

**AVERAGE ALL 74,342**

**DEANS (DIRECTORS):**  
**FORESTRY**

RANK	SALARY
1	72,912
2	71,172
3	64,999

**AVERAGE ALL 69,694**

**DEANS (DIRECTORS):**  
**PHARMACY**

RANK	SALARY
1	78,636
2	75,000
3	66,000
4	52,021

**AVERAGE ALL 67,914**

**DEANS (DIRECTORS):**  
**GRADUATE**

RANK	SALARY
1	65,446
2	58,339
3	55,000
4	46,155

**AVERAGE ALL 56,236**

**UNIVERSITY OF ARKANSAS**  
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TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG THIRTY-THREE UNIVERSITY SYSTEMS  
IN TWENTY-SEVEN STATES

This table summarizes the data for thirty-three university systems in twenty-seven states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities and Colleges  
Indiana University  
Louisiana State University System  
Montana University System  
Oregon State System of Higher Education  
Southern Illinois University  
State University and Community College  
System of Tennessee  
State University of New York System  
State University System of Florida  
Texas A & M University System  
University of Alabama System  
University of Alaska Statewide System  
of Higher Education  
University of Arkansas System  
University of California System  
University of Colorado  
University of Hawaii System  
University of Houston System  
University of Illinois System  
University of Kansas  
University of Maine  
University of Maryland  
University of Massachusetts  
University of Minnesota  
University of Missouri  
University of Nebraska Central  
Administration  
University of Nevada System  
University of North Carolina  
University of South Carolina  
University of Tennessee  
University of Texas System  
University of Wisconsin System  
University System of New Hampshire  
University System of South Texas

TABLE III (Continued)  
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICERS:  
PRESIDENT/CHANCELLOR

RANK	SALARY
1	178,200
2	156,000
3	154,500
4	139,200
5	131,000
6	125,000
7	120,000
8	115,000
9	112,170
10	110,000
11	108,000
12	101,140
13	101,000
14	100,200
15	100,000
16	100,000
17	97,790
18	96,000
19	95,400
20	95,000
21	92,000
22	91,445
23	90,000
24	87,000
25	86,996
26	85,020
27	85,000
28	85,000
29	81,053
30	78,840
31	77,640
32	71,700
33	61,800

AVERAGE ALL 103,288

ACADEMIC OFFICERS:  
VICE PRESIDENT/VICE  
CHANCELLOR

RANK	SALARY
1	134,000
2	110,700
3	102,000
4	101,460
5	99,600
6	97,956
7	92,181
8	90,000
9	88,290
10	86,902
11	84,000
12	84,000
13	84,000
14	83,265
15	( 83,000 )
16	79,192

RANK	SALARY
17	71,500
18	70,445
19	70,000
20	68,100
21	66,744
22	66,500
23	65,208
24	65,040
25	63,277
26	63,030
27	62,460
28	58,000

AVERAGE ALL 81,816

ACADEMIC OFFICERS:  
ASSOCIATE VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	81,816
2	80,000
3	71,660
4	71,443
5	71,000
6	70,000
7	69,984
8	66,305
9	65,208
10	65,000
11	( 58,700 )
12	54,700

AVERAGE ALL 68,818

ACADEMIC OFFICERS:  
ASSISTANT VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	69,500
2	60,000
3	74,592
4	68,550
5	68,247
6	60,225
7	58,512
8	58,151
9	57,500
10	54,000
11	51,825
12	46,750
13	46,000
14	42,500
15	40,855
16	42,000

AVERAGE ALL 58,575

ACADEMIC OFFICERS:  
DIRECTOR

RANK	SALARY
1	67,104
2	61,119
3	53,500
4	45,700
5	45,620
6	33,000

AVERAGE ALL 51,007

OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	144,200
2	110,700
3	106,000
4	95,908
5	92,833
6	92,436
7	87,512
8	84,445
9	( 63,000 )
10	79,500
11	77,625
12	75,888
13	75,336
14	72,000
15	64,500

AVERAGE ALL 89,459

OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRES/  
VICE CHANCELLOR

RANK	SALARY
1	96,000
2	89,400
3	( 84,000 )
4	66,930
5	66,000
6	65,604
7	63,277
8	54,192

AVERAGE ALL 73,175

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**TABLE III (Continued)**  
**—UNIVERSITY SYSTEMS—**

**OPERATIONS OFFICERS:  
ASSOCIATE VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	77,500
2	( 62,000)
3	53,000
4	51,495
5	47,000

AVERAGE ALL 58,199

**OPERATIONS OFFICERS:  
EXECUTIVE ASSISTANT/ASST  
TO THE PRES/CHANCELLOR**

RANK	SALARY
1	72,615
2	( 72,500)
3	( 72,000)
4	70,000
5	64,596
6	60,000
7	59,500
8	( 58,700)
9	56,700
10	55,500
11	55,056
12	53,844
13	53,448
14	53,445
15	52,360
16	52,000
17	47,000
18	46,416
19	40,435
20	40,000
21	35,368

AVERAGE ALL 55,785

**OPERATIONS OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	124,200
2	96,570
3	94,800
4	89,500
5	79,400
6	75,000
7	74,000
8	72,400
9	( 71,850)
10	71,660
11	66,500
12	66,900
13	64,500

RANK	SALARY
14	63,000
15	62,800
16	61,850
17	60,624
18	60,000
19	58,770
20	56,268
21	55,000
22	54,557
23	54,000
24	51,200
25	50,000
26	48,520
27	40,000

AVERAGE ALL 67,625

**OPERATIONS OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	( 70,200)
2	63,545
3	63,478
4	59,700
5	56,000
6	( 53,795)
7	53,248
8	49,700
9	47,830
10	43,260
11	39,800
12	36,100
13	35,628
14	32,905
15	32,500
16	32,479

AVERAGE ALL 48,139

**OPERATIONS OFFICERS:  
SECRETARY TO THE BOARD**

RANK	SALARY
1	92,700
2	81,900
3	74,263
4	73,250
5	( 72,000)
6	( 71,850)
7	71,000
8	( 60,500)
9	51,200
10	50,530
11	50,000
12	49,091
13	40,000
14	38,000

RANK	SALARY
15	37,747
16	35,856
17	34,500
18	32,097
19	29,220
20	26,000
21	22,075

AVERAGE ALL 52,085

**FINANCE AND BUSINESS  
OFFICERS: VICE PRES/  
VICE CHANCELLOR**

RANK	SALARY
1	100,450
2	96,570
3	( 95,000)
4	89,400
5	88,300
6	87,400
7	( 84,300)
8	80,000
9	79,500
10	78,950
11	76,856
12	76,576
13	73,122
14	73,000
15	72,200
16	71,400
17	69,500
18	68,445
19	67,100
20	65,268
21	65,000
22	64,720
23	63,000
24	61,752
25	52,880

AVERAGE ALL 76,001

**FINANCE AND BUSINESS  
OFFICERS: ASSOC VICE  
PRES/VICE CHANCELLOR**

RANK	SALARY
1	78,000
2	73,500
3	71,579
4	66,000
5	58,500
6	58,000
7	56,928
8	53,400
9	49,035

AVERAGE ALL 62,771

UNIVERSITY OF ARKANSAS  
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**TABLE III (Continued)**  
**—UNIVERSITY SYSTEMS—**

**FINANCE AND BUSINESS  
OFFICERS: ASST VICE  
PRES/VICE CHANCELLOR**

RANK	SALARY
1	64,800
2	75,624
3	70,484
4	60,576
5	60,300
6	59,000
7	53,915
8	48,495
9	46,176
10	43,329
11	43,080

AVERAGE ALL 58,707

**FINANCE AND BUSINESS  
OFFICERS;  
BUDGET OFFICER**

RANK	SALARY
1	85,500
2	70,000
3	68,918
4	65,208
5	64,480
6	57,500
7	57,108
8	50,000
9	49,120
10	46,600
11	46,452
12	43,410
13	43,000
14	42,900
15	39,239
16	36,480
17	35,542
18	31,312

AVERAGE ALL 51,821

**FINANCE AND BUSINESS  
OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	66,000
2	57,200
3	49,200
4	46,000
5	42,645
6	40,320
7	28,660
8	25,400

AVERAGE ALL 44,453

**FINANCE AND BUSINESS  
OFFICERS:  
CONTROLLER**

RANK	SALARY
1	( 95,000)
2	76,200
3	( 72,500)
4	( 70,521)
5	58,500
6	58,240
7	58,240
8	55,600
9	55,020
10	53,805
11	53,000
12	53,089
13	50,159
14	50,000
15	49,445
16	45,850
17	41,000
18	33,000

AVERAGE ALL 57,076

**FINANCE AND BUSINESS  
OFFICERS:  
AUDITOR**

RANK	SALARY
1	78,240
2	28,500
3	64,000
4	64,000
5	59,000
6	54,392
7	( 53,795)
8	53,616
9	52,000
10	52,000
11	47,821
12	47,000
13	45,600
14	45,320
15	44,184
16	43,500
17	42,787
18	42,500
19	40,000
20	39,000
21	37,775
22	37,180
23	35,570
24	23,254

AVERAGE ALL 48,806

**FINANCE AND BUSINESS  
OFFICERS:  
TREASURER**

RANK	SALARY
1	( 70,521)
2	63,000
3	58,500
4	58,240
5	57,905
6	54,375
7	51,395
8	50,250
9	44,620

AVERAGE ALL 56,534

**FINANCE AND BUSINESS  
OFFICERS: DIRECTOR OF  
PERSONNEL**

RANK	SALARY
1	66,570
2	82,000
3	72,695
4	( 70,209)
5	68,000
6	65,208
7	64,792
8	( 62,000)
9	61,600
10	52,100
11	52,000
12	50,000
13	48,264
14	46,350
15	43,930
16	38,649
17	( 36,750)
18	36,600
19	35,149

AVERAGE ALL 56,993

**PUBLIC RELATIONS OFFICERS-  
INFORMATION SERVICES:  
VICE PRES/VICE CHANCELLOR**

RANK	SALARY
1	77,500
2	76,300
3	68,247
4	65,208
5	60,000
6	59,400
7	58,000

AVERAGE ALL 66,379

UNIVERSITY OF ARKANSAS  
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**TABLE III (Continued)**  
**—UNIVERSITY SYSTEMS—**

**PUBLIC RELATIONS OFFICERS-  
INFORMATION SERVICES:  
DIRECTOR**

RANK	SALARY
1	73,500
2	71,734
3	( 64,000)
4	63,900
5	57,696
6	53,793
7	52,300
8	51,251
9	50,000
10	49,500
11	47,250
12	46,500
13	46,400
14	46,319
15	38,342
16	36,000
17	34,760
18	29,040

AVERAGE ALL 50,727

**PUBLIC RELATIONS OFFICERS-  
LEGISLATIVE RELATIONS:  
VICE PRES/VICE CHANCELLOR**

RANK	SALARY
1	95,030
2	82,400
3	80,340
4	80,000
5	74,263
6	69,346
7	66,960
8	64,600
9	63,000
10	( 60,500)
11	58,820
12	53,300

AVERAGE ALL 70,711

**PUBLIC RELATIONS OFFICERS-  
LEGISLATIVE RELATIONS:  
DIRECTOR**

RANK	SALARY
1	84,888
2	78,600
3	70,387
4	( 64,000)
5	57,400
6	57,000
7	55,600
8	51,980

RANK	SALARY
9	48,228
10	46,007
11	48,000
12	47,000
13	44,928
14	30,600

AVERAGE ALL 56,187

**PUBLIC RELATIONS OFFICERS-  
DEVELOPMENT:  
VICE PRES/VICE CHANCELLOR**

RANK	SALARY
1	96,800
2	66,500
3	65,569
4	61,326
5	56,600

AVERAGE ALL 69,759

**PUBLIC RELATIONS OFFICERS-  
DEVELOPMENT:  
DIRECTOR**

RANK	SALARY
1	84,800
2	71,550
3	71,500
4	68,224
5	55,105
6	51,187
7	44,500
8	44,400
9	38,883

AVERAGE ALL 58,905

**FACILITIES OFFICERS:  
VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	78,000
2	75,445
3	71,982
4	65,208
5	58,000
6	55,102
7	53,500

AVERAGE ALL 65,320

**FACILITIES OFFICERS;  
ASSOC VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	71,867
2	69,000
3	59,535
4	53,100
5	50,390

AVERAGE ALL 60,778

**FACILITIES OFFICERS;  
ASST VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	70,536
2	70,500
3	56,970
4	55,007
5	53,236
6	51,400

AVERAGE ALL 59,606

**FACILITIES OFFICERS;  
DIRECTOR**

RANK	SALARY
1	80,995
2	69,000
3	61,000
4	60,045
5	56,841
6	51,401
7	51,000
8	50,200
9	42,300
10	39,300
11	39,000
12	36,770
13	35,434
14	36,360

AVERAGE ALL 50,760

UNIVERSITY OF ARKANSAS  
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